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The critical disputes in the West Coast towboat industry were finally settled when the unlicensed personnel ratified new contracts in October 1970. The six-week strike of licensed personnel was settled in June. Federal Government mediators were active in bringing about the agreements reached. See: The West Coast Towboat Disputes, p. 86

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News Briefs

■ **The Canadian Labour Congress has drafted a charter of minimum labour rights that it will seek to have accepted by the federal Government.** The charter calls for: "the unfettered right to peaceful assembly and picketing; the right to bargain collectively on all matters arising out of technological change and automation; the right to strike during the term of a collective agreement, if bargaining cannot resolve matters in dispute that are not covered by such an agreement; the right to a meaningful say on all economic and social questions affecting the vital interests of workers, and trade union representation on all government boards administering state social programs; the right to training and retraining at employer and government expense; the right to take all measures necessary to protect the safety and health of workers on the job; the right to leisure through extended vacations and paid holidays; and the right to a comfortable, secure retirement at 60 years of age if so desired."

■ **Ontario's new Women's Equal Employment Op tunity Act went into effect on December 1. The prohibits discrimination in employment on the gro of sex or marital status, prevents dismissal for pregna and provides for unpaid maternity leave. The equal ployment provisions apply to employers with six or employees.**

The Act says that an employer is forbidden to mai any employment classification or category that excl persons from employment on the grounds of se marital status, unless the work cannot reasonabl performed by persons of that sex or marital statu prohibits also separate seniority lists based on se marital status, unless those factors are reason qualifications for the work to be done. Employ agencies are forbidden to discriminate in actin applications or in referring applicants, and adve ments that limit positions to applicants of a parti sex or marital status are forbidden.

The maternity leave provisions do not apply to em ers with fewer than 25 workers. But, where the applicable, a women who has worked at the same pany for a year has to be given 12 weeks of mat leave. The employer may require the employee on maternity leave at any time, however, if the of her position cannot reasonably be performed pregnant woman, or if her performance is mate affected by the pregnancy. The employee must pr a doctor's certificate, when requested to do so b employer.

The Act provides for six weeks of compulsory leave confinement, and makes this obligation binding on the employee and the employer. If a doctor a however, a shorter period of postnatal care is po On her return to work, the employee must be rein without loss of seniority or accrued benefits.

Individuals who contravene the Act, regulations, order from a board of inquiry set up to investig case, can be given a maximum fine of $800; and rations, unions, employers' organizations and em ment agencies that do so may be fined up to a max of $3,000.

Donald MacDonald, President of the Canadian La- Congress, has announced that construction has n on three major additions to the campus of the -American Institute for Labour Studies at Cuerna- Mexico, to which Canadian union members are r contributors.

Institute, opened in 1965, is operated jointly by nternational Confederation of Free Trade Unions ts regional organization for the Americas. In 1969 than 12,000 workers from 29 Latin-American tries participated in educational programs there. project, which will provide a classroom building, rmitory and a library, is being financed largely igh voluntary contributions from local unions ated with the CLC, and is being supported by the ntary Agencies Division of the Canadian Interna- l Development Agency.

mented Mr. MacDonald: "This is by far the most tious project ever undertaken by the Canadian ur Congress in the field of international aid, and presents a concrete expression of concern on the of Canadian trade unionists for the welfare of their w workers in the Latin-American countries."

A 10 per cent increase in unemployment insurance fits to begin January 3 was announced by Finance ster Edgar Benson in his December budget. This emporary measure as the reforms of the unemploy- t insurance system announced in a White Paper in 1970 should be in effect later in the year, providing h greater increases in benefits.

A testimonial dinner was held for 80-year-old Ber- Shane, Vice-President and Canadian Director of International Ladies Garment Workers' Union, in treal on November 14, 1970. Mr. Shane has been e in union work since 1911, when he became Chair- of the Philadelphia Joint Board of the Cloak- ers' Union, and he still has plans for organizing 00 workers in Montreal's garment industry.

Shane was born in the Ukraine in 1890, emigrating ne United States in 1906, and coming to Canada n ILGWU organizer in 1929. In 1934, he arrived Montreal, where girls in the garment industry were ing as little as $7-$12 a week and male cutters were ng $18 a week and working in "sweatshop" condi- s. Now cutters earn more than $4 an hour and a an in dressmaking can make $2.50 an hour. And Shane hasn't called a major strike since 1937.

Dr. J. P. Zweig Bryce Mackasey

■ **Labour Minister Bryce Mackasey received an honorary law degree from his alma mater, Sir George Williams University, Montreal, during the university's fall convocation in November.** Speaking to the students, Mr. Mackasey said that the graduating class has a responsibility to help form or solidify the bridge between French-speaking Canada and the rest of the nation. "There is no better equipped group of graduates to do this." He told the class that the true test of whether they were educated or not was whether they had matured to the point that they recognized their role in society and would assume that role or run away from it.

■ **Harry Kelman, 59, Production Manager and Art Director for the Canadian Labour Congress died in December.** Born in Russia, Mr. Kelman arrived in Canada at the age of 10 in 1911. After World War II, he worked in Europe with various labour groups, including the International Confederation of Free Trade Unions. He returned to Canada in 1955 and joined the CLC, holding the same position until his death.

Rodman E. Logan

■ **Rodman E. Logan, 47, is New Brunswick's Minister of Labour in the new Progressive Conservative Government.** The Conservatives ended 10 years of Liberal Government in the province by winning the October 26, 1970 election. Mr. Logan is a lawyer and has been a Member of the Legislative Assembly since 1963, representing Saint John West. He will also hold the portfolio of Provincial Secretary in the new Government.

■ **The United Stone and Allied Products Workers of America has merged with the United Steelworkers of America.** The Stone Workers have five locals and about 270 members in Canada and 20,000 members in the United States. Some contracts currently in effect with the Stone Workers are with companies also under contract to the Steel Workers. The union was founded in 1903 as the Quarry Workers International Union of North America, representing granite workers in Maine, New Hampshire and Vermont. The present name of the union was established in 1940.

■ **A serious shortage of plumbers, steamfitters sheet metal workers in 1975 is forecast by the Rese Branch of the Ontario Department of Labour in a re on projected manpower requirements in 1975 for sele trades in Ontario's mechanical construction indu** The report estimates that, by 1975, there will be 8 plumbers, 3,651 steamfitters and 4,835 sheet m workers available for employment. But the report that by 1975 the industry will require 9,194 plum 3,961 steamfitters and 5,432 sheet metal workers.

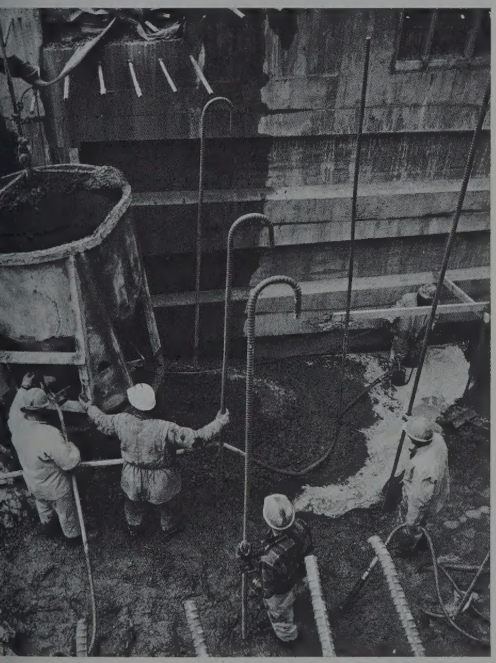
To project the number of workers required in each t the relationship between output and employment i industry in question was used. A number of prob had to be overcome before this method could be app Manpower coefficients had to be calculated and volume of mechanical work in 1975 projected. report defines a manpower coefficient as the nu of man-hours required from a specific trade for $1,000 of mechanical work. Manpower coefficients estimated using special tabulations drawn from collected by the Dominion Bureau of Statistics i 1968 survey of the industry. They were then adj to allow for an improvement in labour produc between 1968 and 1975. The critical question ask this respect was whether widespread acceptance of n changes in production techniques would occur by and have a significant impact on the manp coefficients. It was concluded that many of the dev ments in the industry are potentially revolutionary that their use would not be widespread before 197

Estimation of the value of mechanical work in was done in two types. Projections of the volum construction that year for the residential, indus commercial and institutional sectors were obtained value of mechanical work was estimated by app the proportion that this constituted of the total of construction in each sector in 1968. The adj manpower coefficients were then applied to this esti to obtain the total number of man-hours require each trade in 1975. The last step was to conver latter into the number of workers required. This accomplished through dividing the total man-hou quired by an estimate of the number of man-h worked in a year by a person employed in the t in question.

The "inflationary construction wage settlements" of will probably continue in 1971 and 1972 "unless lance is re-established in the relationship between ır and management" in the construction industry, the Canadian Construction Association's annual to the federal Government.

CCA again asked the Government to take action duce "irresponsible labour strife" by allowing the ıtion of prosecutions for violations of sections of ır legislation that deal with unfair labour practices. it again urged the federal Government to recognize sonal and other factors in its hours of work stan- s as do collective bargaining and provincial stan- s."

submission noted that the Association agrees with e elements of the White Paper on unemployment rance, but objects to others. The burden of "experi-



rating" will fall most heavily on construction em- ees, the brief says. Under the plan, employers whose ıal insured payroll exceeds $78,000 will be experi- rated. The basis for this will be the relationship een the layoff pattern in his company and that of ar companies across Canada. This feature is de- ed to provide an incentive for employers to stabilize employment patterns as much as possible.

The CCA states, however, that construction companies have no control over many of the variables that determine layoff patterns in the construction industry. The Association is afraid also that the proposal to qualify a claimant for benefit after eight weeks of employment, when coupled with "the substantial increases in benefits, allowable earnings and the operation of construction SUB plans, will combine to adversely affect the incentive to seek work where job opportunities exist, and thereby restrict the essential mobility of the construction labour force."

The brief objected also to the inclusion of sickness and pregnancy in the unemployment insurance program. The Association said, "The purpose of an unemployment insurance system, as we understand it, is to provide financial and other assistance to those workers who are available for but unable to find work, and we support this system. The essential criterion of availability, however, is missing in the case of contingencies involving sickness and pregnancy. Without debating the merits of social assistance in matters of sickness and pregnancy, we submit that consideration of these contingencies does not belong in an unemployment insurance program."

■ **A total of 247 collective agreements covering some 518,000 workers expire in 1971, according to statistics compiled by the Canada Department of Labour.** The contracts analysed cover 500 or more employees in all industries other than construction, and are detailed in the departmental publication, Calendar of Expiring Agreements, now released. Expiring contracts are grouped by month of expiry, province, industry and legislative jurisdiction. The Calendar is based on information available on December 1, 1970 and is subject to amendments because of current negotiations. An updated version of the calendar will be available before June 1971.

■ **Treasury Board and Lever Brothers Ltd. have signed a reciprocal pension transfer agreement, the first of its kind between the federal Government and Canadian industry.** Under the agreement, employees of Lever Brothers joining the Public Service, or vice versa, will be able to obtain full credit for their prior pensionable service under their new pension plan on the transfer of both the employee's and the employer's contributions. Thirty-nine similar agreements are in force between the Government of Canada and other governments, Crown Corporations, universities and staff organizations. The lack of reciprocal agreements in the industrial sector has handicapped the development of an interchange of personnel between government and industry. The Lever Bros. agreement is the first of a number of such agreements under active consideration by Treasury Board.

Labour relations around the world

■ **The West German Government announced in October its decision to further stabilize the country's economy in 1971 through the implementation of price and wage guidelines for both unions and management.** A 3 to 4 per cent growth in GNP was forecast, with consumer prices rising about 3 per cent and wages up a maximum of 9½ per cent this year. Wages went up 14 per cent in 1970 and prices of consumer goods rose by an inflationary 5 per cent. Dr. Karl Schiller, the Economics Minister, emphasized that the guidelines were not intended to influence the then current negotiations in the metal industry where the companies were offering a 10 per cent raise and the unions were demanding 15 per cent.

■ **A ban on closed shops, a 60-day cooling off period for national emergency strikes, and a new court to deal with "unfair industrial action" are three major elements of a new industrial relations bill introduced in the British Parliament in December 1970.**

The bill calls also for: legally binding collective agreements, unless the parties say otherwise; secret ballots in serious disputes; the legal right for a worker to join or not to join a union; regular reports, like shareholder's reports, to the workers of large companies; six weeks notice for workers dismissed after 10 years of service, and eight weeks after 15 years; a registrar of trade unions and employers' associations to ensure that the organizations have rules that "do not conflict with basic principles affecting members' rights," and a stronger Commission on Industrial Relations that would be put on a statutory basis.

Responding to the proposals contained in the Bill, the Trades Union Congress said that "the Government's proposals represent a fundamental and retrogressive change in the whole basis of industrial relations in Britain." The TUC charged that the Bill will "foist onto the British working people and employers the worst features of an American system that is alien to British practices and attitudes."

■ **About 200,000 Swedes subsist far below Swe generally high standard of living says a report o incomes in Sweden.** Most of these persons live in or in distant rural areas. And most of them are wo The study found also that education. not money, key to a good life. The higher your education is safer and more enjoyable is your work, the higher income, the better your health and more balanced diet, the more you get for your money (by avo poor quality products), the better your housing better use you make of your free time, the mor use available freedoms and voice your opinions the higher your children's education will be. In ad to education, sex was a decisive factor affectin standard of living, the report said. Women's inc are lower than men's and their working hours are lo

■ **Italy produced fewer cars in 1970 owing to a teeism in the motor industry. The Fiat company mates that employees who don't turn up for wor now adding $10,000,000 annually to costs.** The reason appears to be that last June it was made i to send factory doctors to make spot checks o homes of workers claiming time off for sickness. W three days, the absenteeism rate of Alfa Romeo, second largest car manufacturer, rose from 6 to 1 cent and has stayed near that figure ever since. No men can be hired, even with union permission, be northern Italy is suffering from an increasing sho of skilled labour.

The effects of absenteeism are now proving to be devastating than the strikes of the past 24 mont 1969, Fiat lost 20,000,000 man-hours—12,00 through strikes and 8,000,000 through absenteeisr the company estimates that, for 1970, 30,000,000 hours will have been lost—5,000,000 through strik 25,000,000 through absenteeism.

This threefold increase in absenteeism is bound t up the prices of cars. The 18,000 men who dai to clock in at the Fiat works are eroding a consid part of the company's profit margin. Fiat has a $1 turnover, 3 per cent of Italy's GNP. By contrast, teeism in the car industries of West Germany and is virtually unknown.

ook reviews

Constitutional Framework of Union Finance, by J. ıton, Information Canada, 194 pages, $2.00.

study is the first attempt to provide information e financial provisions of the constitutions of Cana- unions. Prepared in the Economics and Research ch of the Canada Department of Labour, it ana- the constitutions as of December 31, 1966, and des tables dealing with various aspects of union ce, such as initiation fees, monthly dues, per capita , other sources of local and headquarters revenue, other financial provisions. The information is pre- d for the unions as a whole, and also on the basis filiation, geographical scope, and industrial cover- and size in terms of membership in Canada.

ies of the Task Force on Labour Relations, Infor- on Canada. Sixteen studies that were provided r contract for the Prime Minister's Task Force on ur Relations have been published by Information ada. Seven more will be published soon. Studies en in English have French resumés and vice versa. e published are: No. 1—Broadcasting—An Industry y, by Ruby Samlalsingh, DBS, 130 pages, $1.50; 2—Professional Workers and Collective Bargaining, hirley Goldenberg, McGill University, 298 pages,); No. 3—Syndicalisme, consommation et société de ommation, by Bernard Solasse, Laval University, 47 pages, $1.00; No. 4—Compulsory Arbitration in Australia, by Prof. J. E. Isaac, Monash University, Australia, 84 pages, $1.00; No. 5—Adaptation and Innovation in Wage Payment Systems in Canada, by Jack Chernick, Rutgers University, New Jersey, 130 pages, $1.50; No. 6—Labour Arbitration and Industrial Change, by Paul Weiler, Osgoode Hall Law School, York University, Toronto, 146 pages, $1.50; No. 7—Trends in Industrial Relations Systems of Continental Europe, by Paul Malles, Economic Council of Canada, 213 pages, $2.50; No. 8—Labour Disputes in Essential Industries, by Harry Arthurs, Osgoode Hall Law School, 305 pages, $3.25; No. 9—Le syndicalisme au Québec: structure et mouvement, by J. Dofny and P. Bernard, University of Montreal, 117 pages, $1.25; No. 10—Unfair Labour Practices: An Explanatory Study of the Efficacy of the Law of Unfair Labour Practices in Canada, by Innis Christie and Morley Gorsky, Queen's University, Kingston, Ont., 220 pages, $2.50; No. 11—Industrial Conversion and Workers' Attitudes to Change in Different Industries, by Jan Loubser and Michael Fullan, The Ontario Institute for Studies in Education, Toronto, 270 pages, $3.00; No. 12—Responsible Decision-Making in Democratic Trade Unions, by Earl Palmer, University of Western Ontario, London, Ont., 423 pages, $4.50; No. 13—Structures et pouvoirs de la Fédération des Travailleurs du Québec, by Paul Bernard, University of Montreal, 367 pages, $3.75; No. 14—Evolution du patronat et ses répercussions sur les attitudes et pratiques patronales dans la province de Québec, by Laurent Bélanger, Laval University, 115 pages, $1.50; No. 15—Wildcat Strike in Lake City, by Maxwell Flood, McMaster University, Hamilton, Ont., 146 pages, $1.50; and, No. 16—A Study of the Effects of the $1.25 Minimum Wages Under the Canada Labour (Standards) Code, by Mahmood Zaidi, University of Minnesota, 163 pages, $1.75.

50 years ago

An industrial safety conference in Halifax; a request that the Factories Act be amended; the case of a workman hired in Ontario and injured while at work in Québec; the case of an employee injured in Ontario but wishing to bring action in Saskatchewan; several regulations governing female labour, handicapped workers and apprentices adopted by the Ontario Minimum Wage Board; the order for dissolution of the French-General Federation of Labour; an Act providing for universal compulsory labour service in Bulgaria, mortality in Russia; the Pan-American Federation of Labour's third annual congress in Mexico City; a declaration by the U.S. Supreme Court on sympathetic strikes and secondary boycotts; and a call by the Turin Chamber of Labour to all industries to reduce working time rather than dismiss workmen were some of the topics reported in The Labour Gazette of February 1921.

■ **The dissolution of the General Federation of L was ordered by the Correctional Court of Paris.** came as a sequel to a general strike that took seven months earlier and had as its main objecti nationalization of public utilities. The Federatio charged with having political aims in view, inste merely the defence of the economic interests members.

■ **An Act providing for universal compulsory l service came into force in Bulgaria.** The law's objectives were: increased production and the eco reconstruction of the country; provision of moder cation for the young; encouragement of an inter the welfare of the country; development of a sp co-operation and mutual help; and creation of source of profit for the state. All Bulgarian citizens liable to compulsory labour service. Men who reached the age of 20 were required to serve for a and girls of 16 had to serve for six months. I proposed to use this labour in the construction of works, urban planning, forestry, agriculture, m industry and essential services. Workers were to be training for their tasks.

■ **The November 11, 1920 issue of the "Volia R a leading Prague socialist newspaper, reported tha tality in Russia from 1911 to 1920 had increased 21 per thousand to 75.** The birth rate had dec from 20 per thousand to 13. During August, Sept and October 1920, the newspaper revealed, 13,85 sons were shot, there was no free speech, strikes prohibited, and industrial output was one fifth o mal. The leading Bolshevist newspaper, the "Mo kia Izvestia," reported on October 17 that 1,206 tions had taken place in September; 481 were fo tary offences and 335 for political offences.

■ **At the third annual Congress of the Pan-Am Federation of Labour, which met at Mexico C January, a resolution was adopted favouring the lishment of agencies in all Latin-American countri the collection and dissemination of information reg labour conditions.**

■ **The Supreme Court of the United States de unlawful the ordering of sympathetic strikes** by a l organization, and the adoption of means to preve sale of the products of a company with which a dispute. Three judges dissented.

The Chamber of Labour, Turin, Italy, passed a reso-n asking all industries to diminish their working time) per cent, or from eight to six hours, instead of ssing 20 per cent of their workmen. The League dustrials, although not thinking the measure could pplied generally, declared itself ready to negotiate representatives of the workmen.

An industrial safety conference called by the Nova a Accident Prevention Association was held at Ha-in January to discuss the progress made during the year in industrial safety and to review future plans. y of the representatives described the progress of y work in their individual plants. One of the largest strial firms in the province reported a reduction of than 30 per cent in accidents during the year, eing attributed largely to an educational campaign ng employees. Another company that had only tly initiated special safety measures reported a ction in the number of injuries to workers amount-o 75 per cent of the previous year's total. It was d that the industrial firms in the province were ys eager, both on humanitarian and economic nds, to make any expenditures that might be sug-d to them in the interest of safety.

A delegation of the Building Trades Council of On-asked the Ontario Government in January to amend Factories Act to compel the installation of proper y devices in all elevators in buildings; increase the men's compensation scale of payment from 66⅔ ent to 100 per cent; and make the increased com-ation allowance provided at the last session of the ature retroactive to include non-fatal cases prior ly 1. The delegation suggested also that work begin nce on the administrative building to be erected ueen's Park, Toronto, to provide work for the un-oyed.

A workman hired in Ottawa but employed in a er camp in Québec was struck by a piece of wood e at work. The accident caused the loss of an eye. rought an action against his employers under the ec Workmen's Compensation Act and claimed an ity of $241.87, or a total sum of $1,880.92. His loyers contested the action on the grounds that the es were governed by the laws of Ontario, because contract of hire was signed there, and that the tiff had waived his right to the action by applying e Québec Board of Compensation for satisfaction s claim. The Court ruled that the plaintiff had not doned the right to apply to the courts of Québec hat his claim came within the scope of the Québec It found that he was entitled to a sum of $1,864.13.

■ **A locomotive fireman living in Ontario was injured in a railroad accident caused by the negligence of a fellow employee.** He brought an action against his employer in the Court of King's Bench of Saskatchewan, where he had subsequently taken up residence, and a jury fixed damages at $10,700. The defendant company claimed that the plaintiff had no right of action in the Saskatchewan courts, as the law of Ontario provided exclusive jurisdiction over the matter in question. The Court upheld the claim of the defendant because the plaintiff was living in Ontario at the time of the accident. The action was dismissed.

■ **The Ontario Minimum Wage Board adopted regulations, approved by the provincial government, requiring that all employers of female labour keep a complete record of the names of workers and of the wages they received,** such records to be kept open at all times to inspection by the Board. Provision was made also for payment by special permission of wages lower than the standard minimum in the case of handicapped workers, part-time workers and apprentices. The Board began an investigation of women's wages in laundries and dye works across the province.

■ **The January 1921 issue of the Labour Gazette reported that a system of apprenticeship in Canada was outlined at a meeting of the National Joint Industrial Board of the Building Industries, held in Montreal.** The scheme provided for the establishment of a national apprenticeship council that would have advisory and supervisory functions and would issue forms of indenture for each trade. Employers would then give their apprentices the fullest opportunity to learn their respective trades efficiently.

■ **This issue also gave an account of the report of the British Ministry of Transport on railroad accidents in Britain in 1919.** The report showed that fatalities totalled 932, compared with 870 the previous year. Of the 932 persons killed, 98 were passengers, 377 were railway and contractors' employees, and 457 were "other persons." The number of persons injured on the railways in 1919 was 23,983.

■ **Another story in the January Gazette was about a strike-insurance company (the Deutsche Streikschutz) that had been formed in Berlin, Germany,** "to mitigate the economic consequences of unavoidable strikes by helping its members to bear the losses arising therefrom." Its members had to belong to the Federation of German Employers' Associations. Compensation would depend on whether the strike were justified or not, the decision depending upon the associations.

The West Coast towboat disputes

The critical disputes in the West Coast towboat indu were finally settled when the unlicensed personnel rat new contracts in October 1970. The six-week strik licensed personnel was settled some months earlie June. Federal Government mediators were activ bringing about the agreements reached.

The services of the Department of Labour were initially when, at the request of the Canadian Merc Service Guild, the Minister appointed Industry Spe ist D.S. Tysoe as conciliation officer on August 20, to deal with the contract dispute between the Guild the B.C. Towboat Owners' Association, Vancouver. existing collective agreement was due to expire on tember 30, 1969. Some 1,200 masters, mates and neers were represented by the Guild and were empl by 32 member companies of the Association.

Some days later, the Seafarers' International Union the Canadian Brotherhood of Railway, Transport General Workers requested conciliation services. Minister also appointed D.S. Tysoe as conciliation o to deal with the two separate contract disputes con ing both unions and the Association. The existing lective agreements in each case were also due to e on September 30. The SIU represented some 300 censed personnel employed by eight companies. CBRT bargained for about 375 unlicensed pers employed by 16 companies.

The main issues in dispute in all three cases were ic cal: manning, safety, crew accommodation and wag

On the instructions of the Minister of Labour, J Mackasey, a joint committee comprising officers c conciliation, safety, and labour standards branch the Department of Labour and of the Departme Transport, was established on October 14, 1969 t amine safety, labour standards and manning i towboat industry.

conciliation officer reported on October 28 that, te many meetings during the preceding two months e Guild dispute, he was unable to bring about a ment. He recommended that a conciliation board tablished. At this time the Guild made a written st to the Minister asking that a board not be inted, whereas the Association wanted one estab- l. A board was appointed by the Minister on the he officer's report was received.

November 21, 1969, the Minister appointed R.A. gher, QC, of Winnipeg, as chairman of the concili- board. In the meantime, the SIU and CBRT dis- remained at the conciliation officer stage; but, te continous meetings, progress was slow.

conciliation officer made proposals for settlement e SIU and CBRT disputes on December 4, 1969. e same time, W. P. Kelly, Director of Conciliation Arbitration with the federal Department of Labour everal telephone conversations with the parties and l them to work out an agreement based on the osals.

joint interdepartmental committee on safety, labour lards and manning in the industry reported in early mber. The report outlined the results of the investi- n and observations made of the operation of vessels l hours and under all weather conditions over a month period. A copy of the report was provided dentially to the conciliation board chairman.

Minister summoned to Ottawa on December 19 parties concerned in the unlicensed personnel dis- s. Mediation services were provided by Assistant ty Minister Bernard Wilson and Mr. Kelly. Fol- ng hard bargaining, a settlement was reached and SIU and the CBRT undertook to submit the terms eir membership for ratification.

nwhile, the Minister of Transport had announced his Department would introduce new regulations iring Canadian ships, including towboats, to be uately manned insofar as safety standards were erned. Officials of the Departments of Transport Labour held a series of meetings in Ottawa to draft the regulations. The employers and unions in the industry also met with officers of the Department of Transport in Vancouver to discuss the proposed regulations.

Early in February 1970, it was reported that the CBRT membership, by a majority vote of 70 per cent, had accepted the settlement brought about in Ottawa by the mediators' efforts. Later in the month, the SIU members, by a vote of over 70 per cent, rejected the same settlement.

The Minister received, on February 12, the unanimous report of the conciliation board that dealt with the Guild dispute. Beginning on December 8, 1969, the board held some 17 formal hearings and made strenuous efforts to find common ground for a settlement. The board appended a draft collective agreement to the report. Its main recommendations were as follows:

1. **Wages:** A 10 per cent increase to all Guild personnel as of 1 October 1969—minimum dollar increase to be $70 per month. A further 10 per cent increase as of 1 October, 1970—based on wage rates being paid then.

2. **Length of agreement:** Two years from 1 October 1969.

3. **Manning:** The following manning rules to be adhered to by all operators in the industry, and to be policed by the federal Government: (a) the crew of any commercially operated tug shall be a minimum of two men; (b) the manning of a tug shall allow for two men being available to the wheelhouse at all times when the vessel is under way; (c) vessels must be so manned that no employee is required to work in excess of 12 hours out of a period of 24 hours except in emergency conditions; and (d) every employee shall get at least eight hours rest out of every 24 hours, six hours of which must be consecutive.

Any manning dispute existing when the board report is being implemented, if it cannot be settled, is to be referred to the conciliation board chairman for a final and binding decision.

4. **Accommodation:** The board recommended that a committee of owners, Guild members and Department of Transport officials (specifically, those familiar with vessel construction and accommodation) be set up to police and administer vessel accommodation standards, subject to the following provisions for all towboats: (a) that, where practicable in the opinion of an officer of the Department of Transport who is qualified in vessel construction, sleeping accommodation for an officer shall be above deck; (b) such accommodation should be properly and adequately insulated against engine noise, and other noise; (c) such accommodation should be properly and adequately insulated against heat and cold, and should have provision for warmth when weather conditions require it; (d) every towboat should have a properly installed and properly functioning head; (e) on continuously operating towboats, there should be a shower that should not be in the proximity of the head; (f) continuously operating towboats should have the necessary machines for washing and drying clothes; (g) the accommodation on all towboats should be properly and adequately ventilated; (h) on all towboats, there should be a suitable galley that should contain a stove and a refrigerator adequate for the size of the crew, and an eating area, separate from the galley and properly equipped; (i) where practicable, in the opinion of an officer of the Department of Transport, the distance from deck to deckhead shall be at least 6½ feet; (j) each officer should have a properly built bunk, which, wherever practicable, should run fore and aft, and be not less than 75 inches in length and 36 inches in width; and (k) on new vessels over 65 feet in length, the height between deck and deckhead should be at least 7 feet.

These provisions and standards were to apply on all existing vessels except those cited in (k). The operators were to have three years in which to conform to these standards. The report was immediately released to the parties.

The Guild asked the Minister on February 27 to reconvene the conciliation board to clarify certain recommendations in the report. The Minister directed the conciliation board to reconsider and clarify or amplify its report in accordance with Sec. 31(2) of the IRDI Act. The board made a further report to the Minister on March 26, clarifying some 14 recommendations contained in the earlier report. This second report was sent to the parties the same day.

Early in April, the Guild distributed ballots to its m
bership and recommended rejection of the report-
it also sought authority for strike action. On Ap
the conciliation board appointed to deal with the
dispute was fully constituted when the Ministe
pointed George Rogers of Vancouver as chairma
was unlikely that this board could make a report
the Guild dispute was settled, however. There w
change in the CBRT dispute; both parties were aw
the outcome of the disputes affecting the SIU an
Guild.

Minister of Transport met with representatives of Towboat Owners' Association in Vancouver about middle of April to discuss the possibility of forming four-management committee to consider regulations ning safety, manning and accommodation standards e towboat industry. At the end of the month, Kelly n Vancouver assessing the situation when the Guild was completed. Ninety-one per cent of the Guild bership cast ballots. Of these, 84 per cent voted ject the report, and 78 per cent voted for strike n.

On the morning of Saturday, May 2, the parties met for further negotiations, and mediation services were provided by Kelly and D.S. Tysoe. Mediation continued until Sunday noon when the Guild called a strike and negotiations were terminated. The breakdown in negotiations centered on the issue of manning. At this point, the mediators withdrew temporarily from the dispute.

The Minister directed Kelly on May 25 to fly to Vancouver to consult with representatives of both parties for the purpose of assessing their attitudes to determine whether further mediation could be fruitful.

The Minister of Transport announced in the House of Commons on May 26 that the parties in the towboat dispute had accepted his Department's proposals for new regulations in the industry. He added that he did not see any problem in having them accepted and proclaimed promptly through the Department of Justice. Messrs. Kelly and Tysoe began intensive daily mediation sessions with the parties. Meanwhile, in the courts, several injunction proceedings and damage suits were instituted as a result of the effects of the strike. These actions resulted in fines and contempt of court proceedings that in one case led to a jail sentence that was appealed and quashed.

Following lengthy discussions with the mediators, the employers agreed to submit a package proposal on all outstanding items including manning and accommodation. The total wage increase offered was 28.2 per cent over a three-year agreement terminating on September 30, 1972. On June 8, the mediators placed the package proposal before the Guild negotiating committee, with officers of the British Columbia Federation of Labour present. Throughout the night, meetings were held by the Guild negotiating committee and the Guild management committee, with the three-man committee of the B.C. Federation of Labour in attendance. After the final meeting of the two committees on June 10, the mediators were advised that the package was acceptable—provided that certain retroactive pay adjustments were made. Discussions between management and the mediators resulted in the adjustments being made, and agreement was reached.

The agreement covering a three-year term from October 1, 1969 to September 30, 1972 contained the following wage increases:

Full retroactivity (10 per cent) from October 1, 1969 calculated on: (a) straight-time hours worked; (b) overtime hours worked; and (c) payment for excessive hours. Settlement pay (retroactivity) to be paid to all entitled employees as soon as possible but not later than the end of June.

Date of Settlement	Minimum Increase per Month
June 13, 1970—10 per cent	Masters—$75.00 Others—$70.00
June 13, 1971—10 per cent	Masters—$75.00 Others—$70.00
December 1, 1971—6 per cent	NIL

The controversial section on manning, in addition to being covered by DOT regulations governing hours of rest, was dealt with in the collective agreement by restricting hours of work. The parties agreed to the principle of the 12-hour day on continuously operating tugs, with the following provisions for overtime: (a) not more than 14 hours overtime in any consecutive 7-day work period; (b) not more than 21 hours overtime in any consecutive 14-day period; and (c) not more than 24 hours overtime in any consecutive 21-day period.

The agreement provided also that two men be available for the wheelhouse at all times when a vessel is under way. The combined effect of DOT regulations on hours of rest and the provisions of the collective agreement would have a definite effect on the manning of tugs. It was not possible, however, to predict the actual crewing of all vessels at that time, other than to say that two- and three-man tugs in continuous operation would be eliminated.

If a dispute should arise on the manning of any given vessel, DOT would determine the number of crew on the basis of DOT regulations and would be required to provide a report that the vessel is in compliance with statutory provisions. If the dispute could not be mutually resolved at this stage, the matter would be referred to the chairman of the conciliation board, who would sit as a single arbitrator, and his decision would be final and binding.

By June 13, the settlement was ratified and the s terminated. The six-week strike idled some 1 workers in other industries. As mentioned earlier Guild was involved in several contempt of court ac for disobeying injunctions to restrain the union illegal picketing of the premises of other employee directly involved in the strike.

Meanwhile, the SIU conciliation board, after one i meeting in May, had held its hearings in abey pending the outcome of the Guild dispute. The C dispute was also dormant for the same reason.

Hearings of the conciliation board resumed in late and continued until the end of July. The board three separate reports that were received by the Mi in August. The chairman's recommendations, a other things, provided about the same dollar val the Guild settlement, with some variation in the st of increases.

On September 9, prior to the release of the report, brought the negotiating committees of the SIU CBRT and the employers' committee back to the gaining table. He reported that progress was ma mediation on various items in dispute, but that the issue still in contention was the problem of mar The report of the chairman had generally provide parties with a basis for negotiations. Following int daily sessions, the mediator reported on Septemb that agreement had been reached on all matt dispute, subject to ratification.

In late October, the mediator advised that the settl had been ratified by the membership of both union SIU reported a 70 per cent vote for acceptanc figures were announced in the CBRT vote, but understood that there was a strong vote for accept

omoting income security

hite Paper on income security that proposes to help nt and alleviate proverty by shifting the weight of t federal Government social security payments to ons in need, was tabled in the House of Commons ovember 23, 1970, by Health and Welfare Minister Munro. The programs will be financed mainly igh the redistribution of money spent by the federal ernment in its present social security programs.

nges will be made in four main areas: the Family wance program, Old Age pensions, the Canada ion Plan and the Canada Assistance Plan. The te Paper notes that the proposed changes in unemment insurance announced in June 1970 (L. G., 1970, p. 627) will also help to improve income rity and reduce dependence on social assistance.

ily Allowances will be replaced by the Family Income rity Plan, which will cost about $660 million in the year—$100 million more than at present. Higher fits will be financed from about $270 million in fits withdrawn from higher income families and by ng payments taxable. Under this plan, monthly fits will decline gradually as the level of family me increases, until payments cease for families with nes of more than $10,000 a year.

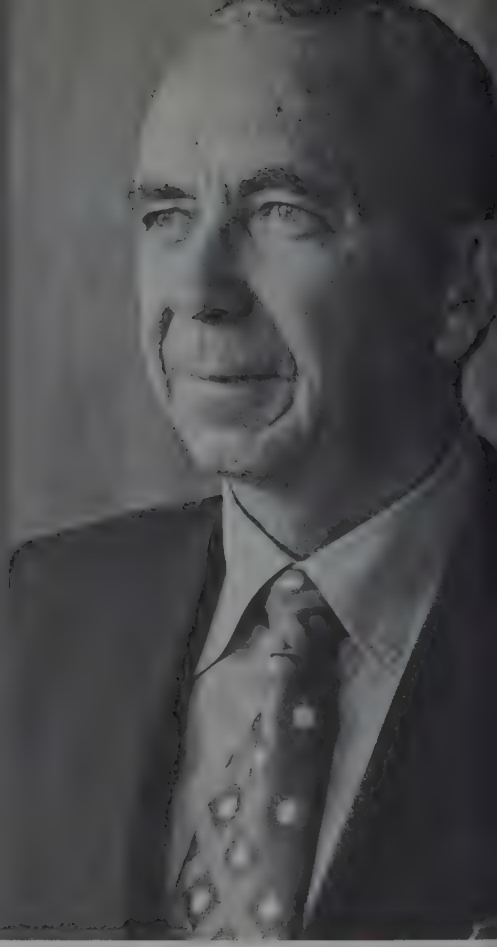
ctive September 1971, a payment of $16 a month ach child under 16 will be made to families in which combined income of a husband and wife does not ed $4,500 a year. The payments will decline to r each child in a family whose income is between 01 and $10,000 a year.

r the Old Age Security plan, pensions were set at t rate of $80 a month in January 1971. From April , the Guaranteed Income Supplement to pensioners no other income sources will ensure that no ified married couple receives less than $255 a th, and that no qualified single person has less than a month from all sources. Pension recipients who ify for the supplement will be entitled to a 2 per annual cost of living increase. The present income lement is $31.83 for each person, but now it will 95 for a married couple and $55 for a single person.

The White Paper says that proposed changes in the Canada Pension Plan cannot be in effect before January 1973 to permit consultation with the provinces, as there is a statutory requirement that three years notice of major changes be provided and that two thirds of the provinces agree. The White Paper proposes a maximum pension of $162 a month for a retired person by 1977, plus the $80 old age pension. The amount for 1976 would be $121. For a disabled person, the paper proposes a pension of $199 a month in 1973 and $249 by 1977. If the plan remained unchanged, the pension would be $114 in 1973. And there is a new provision that would give a flat-rate pension of $80 a month for the wives of disabled contributors who are under 65 and who have dependent children. Widows, regardless of age, would receive a maximum of $170 a month in 1973, rising to $208 in 1977. If the plan were unchanged, the pension in 1973 would be $71 a month. The plan provides for payment adjustment in 1973 to persons already receiving widows' or disabled pensions. The White Paper said that the present $5,400 ceiling on pensionable earnings should be increased gradually to $7,800 in 1973. As a result, maximum contributions by employers and employees would rise to $129.60 each in 1975 from $84.60 each now.

The White Paper calls also for discussions with provincial governments to improve social assistance programs. Under the Canada Assistance Plan, the federal Government pays 50 per cent of assitance costs, although social assistance is under provincial jurisdiction.

The White Paper states that the reallocation of resources can finance the new programs without "a substantial increase in taxation." The Old Age Security Fund, it says, can absorb the $194 million additional cost in the first year of the new plan. Family Allowance changes will be self-financing by terminating benefits to the over-$10,000 families, and by taxing benefits. Additional Canada Pension Plan benefits can be financed initially from the Fund as the fund has grown "more rapidly than was originally anticipated," without an increase in the general contribution rate until after 1985. The raising of the maximum pensionable earnings ceiling will mean higher contributions.



New approaches needed

A. Gordon Archibald

The time has come for management, labour and government to reach some agreement "in terms of the ratio of increase in wage and salary settlements," said A. G. Archibald, President of the Canadian Chamber of Commerce for 1970-71, in an address to the Chamber's 41st annual convention at Vancouver in September 1970. Mr. Archibald said that the adversary method of bargaining has outlived its usefulness, and he called for a new approach to labour-management relations. "The process of continually passing the buck from one group of society to another is futile. Somehow we must collectively recognize that the buck must stop and be shared by all."

Archibald emphasizes that the situation has come full circle. **Forty years ago, "management failed to grant increases in keeping up with productivity increases." Now, wage settlements "far beyond the increase in productivity and cost of living merely fan the fire inflation."** He noted that the argument that profits just as large a part in causing inflation as do increases breaks down when one recognizes that w and salaries represent more than half of the gros tional product and are increasing, while profits up about 10 per cent and the proportion is decreas

J. A. Taylor, 1969-70 President, called on the mem ship to realize that, although the Chamber is a lem-solving organization, this is not enough. "I be that the Chamber must undergo drastic change its problem-oriented role to that of a planning-orie organization ... In my use of the term, planning vehicle of leadership and it must be action-orien He recommended that the new executive appo

ding committee on planning and development, ned by the "most able younger men that can be d anywhere in the voluntary ranks of the mber," that would critically examine the Chamber's ing objectives and recommend a new course. He that the committee should meet with the Canadian ufacturers' Association and other similar orga- ions to explore ways and means of closer working ionships in areas of research and representation to ic bodies."

king of inflation, Mr. Taylor said that **business can't inflation alone, and that, until wage costs begin oderate, there can be no significant victory over tion. "In the first half of 1970, base wage increases ontracts of major manufacturers covering 500 em- ees or more, excluding the construction industry, up by an annual rate of nearly 9 per cent."** He ged that governments played a major part in tion because of their "overspending" in the past years.

Although unemployment is the price we are paying to dampen inflation, "it is bad for the country, not only in the unused resources of manpower, but also in its destructive effect upon the morale of society." Taylor drew attention to one area in which the Chamber has been attacking the problem of unemployment—that of summer employment for students. Business, he said, can justify the extra expense of hiring students in the summer, because it could help to bridge the gap between business and youth. **"Business must provide young people with an opportunity to assess its strengths and weaknesses for themselves, and thus dispel many of the notions and misconceptions that reach them secondhand from sources that are ill-informed and prejudiced."**

Chamber President Archibald is President and Chairman of the Board of the Maritime Telegraph and Telephone Co. Ltd., Halifax. The National Vice-Presidents are: N. V. German, Barrister and Solicitor, Calgary; and George Demers, President, Sterling Securities Ltd., Québec City.

Federations of labour conventions

Events in 1970 proved that decisions in the labour movement are shaped by the rank and file members rather than by "union bosses," says a report of the executive council of the B.C. Federation of Labour, submitted to the Federation's 15th annual convention. The convention, attended by 500 delegates, was held at Vancouver from November 2 to 6.

To prove its point, the council pointed to a protracted dispute and strike between the longshoremen and the Maritime Employers' Association, settled in February, during which the union's membership rejected its own negotiating committee's recommendation three times.

The convention spent much of its business time in cussing and condemning the province's Medi Commission Act and its compulsory arbitration fea Delegates adopted a resolution calling on all Feder affiliates not to appear before the Commission, and pledged the Federation's support of all affiliates porting this policy.

In his address to the delegates, **CLC President D MacDonald described British Columbia as the "bre ground of repressive legislation, and the seat of a ernment whose animosity against organized labour manifest that there can be no disguising it."** He that B.C. unions will not be deterred by these laws "continuing to do what is their natural role of defer the rights of the worker in the workplace and beyond it."

onvention took a strong stand on pollution, adopt- resolution calling for the establishment of provin- tandards of safety covering air, land and water ion, and urging the CLC to use whatever means necessary to have pollution control and safeguards mented on a national and international scale. Sev- resolutions condemned discrimination against n and pledged full support for the principle of rights and equal treatment for women. Besides g for equality in wages and job opportunities, the ntion urged governments to establish abortion s throughout Canada where "doctors can perform ions for women safely, quickly and inexpensively."

eport of the Federation's international affairs com- e warned that within 10 years, 80 per cent of the 's industry may be controlled by 400 giant multi-na- l corporations. "A strike against one of these giants ie country is totally ineffectual if employees in ier country can be used to meet the company's and supply its customers," the report said. To this challenge, it called for the strengthening of nternational Confederation of Free Trade Unions, asked that the AFL-CIO be persuaded to rejoin CFTU from which it withdrew last year.

ge Johnston, Amalgamated Meat Cutters and ner Workmen of North America, was elected Presi- of the Federation, succeeding E. T. Staley, who d after six consecutive terms. Ray Haynes was ected as Secretary-Treasurer. Vice-Presidents elect- ere: Jock McKenzie, International Woodworkers merica; Len Guy, International Typographical n; Don Dunphy, United Steelworkers of America, Kinnaird, International Brotherhood of Electrical kers; and Bill Apps, Canadian Brotherhood of Rail- Transport and General Workers.

r resolutions passed at the convention called for: g of the basic income tax exemption for single ns to $2,000, for married persons, to $4,000 and ,000 for each dependent; admission of the United rmen and Allied Workers Union to the CLC, ing discussion on amalgamation with an appropri- ffiliate; establishment of community health centres major policy goal of the Federation; and govern- -administered automobile insurance. The delegates essed also their concern over the "high proportion" n-Canadian educators in Canada's universities, and urged that preference be given to Canadian appli- with equivalent qualifications.

skatchewan

atchewan's Essential Services Emergency Act came r strong attack at the 15th annual convention of askatchewan Federation of Labour, held at Moose

Ray Haynes George Johnston

Jaw from October 15 to 17. The act, passed in 1966, gives the provincial Government the power to remove the right of free collective bargaining and to impose compulsory arbitration on the employees of such essential services as public utilities and hospitals. Recent amendments had extended the Act's coverage to construction workers, and the Government had threatened to extend the Act to cover all workers.

One resolution passed by the delegates urged the CLC to bring the provincial Government before the ILO for violating the principles of collective bargaining. Another resolution called for the establishment of a fund to fight the Act.

Other resolutions approved by the 250 delegates called for: reduction of the workweek to 35 hours; removal of medicare deterrent fees; legislation to standardize weights and sizes in packaging; adoption of a tenants' bill of rights; nationalization of private nursing homes; amendment of the abortion laws to permit legal and safe abortions on request; and removal of the 6 per cent wage guideline.

Ross Hale of Saskatoon was elected President of the Federation. The three new Vice-Presidents are: George Semeniuk, Saskatoon; Nadine Hunt, Regina; and Stan Cameron, Saskatoon. Treasurer Ron Duncan of Regina, and Recording Secretary Louis Steil of North Battleford were re-elected. Other executive members, made up of nominees from the province's labour councils are: Terry Liponski, North Battleford; Neal Reamsbottom, Regina; Jerry Judson, Moose Jaw; Harry Apps, Prince Albert; and Walter Diachuk, Saskatoon.

Ross Hale

Nova Scotia

The 15th annual convention of the Nova Scotia Fed tion of Labour was held from September 30 to Oct 2 at Halifax. All of the Federation's officers wer elected including President John Lynk of New Gla and Secretary-Treasurer J. K. Ball of Halifax. Mr. is serving his eighth consecutive term. The conve attracted more than 200 delegates, and one of the m speakers was CLC President Donald MacDonald.

Mr. MacDonald was critical of unemployment in province and across Canada. He demanded imme and extensive action by governments to provide He spoke also in favour of international unionism, cized the federal Government's wage guidelines, warned that new and rigid legislation affecting m all aspects of union activity would be introduced in a number of provinces.

Prince Edward Island

The Prince Edward Island Federation of Labour its 6th annual convention on September 26 at Char town. The delegates passed resolutions asking for: pollution measures; government auto insurance; hour workweek; and a $2.00 an hour minimum for all. Elected for a second term as President William Nearing, Canadian Brotherhood of Rai Transport and General Workers. Other officers el were: Leonard Murphy, Letter Carriers' Union of ada, Secretary-Treasurer; Eugene Jessome, CBR GW, Vice-President for Prince; Roger Kennedy, dian Food and Allied Workers, Executive member; George Proude, International Brotherhc Electrical Workers, Vice-President for Queens; Lee, CBRT & GW, Executive Board member; W Shields, United Brotherhood of Carpenters and J of America, Executive Board member; Bryce S International Association of Machinists, Vice-Pre for Kings; and Willard MacKinnon, CBRT & Executive Board member.

Ontario

An emotional debate on the invocation of the War sures Act by the federal Government; an announc by PSAC President Claude Edwards that the A would soon be affiliating with the provincial Feder of Labour, thereby giving the Ontario Federati

ur 40,000 new members; and policy statements on tion and public television were some of the high- of the 14th annual Ontario Federation of Labour ention. The Convention was held in Niagara Falls November 2 to 4, and attracted 968 delegates.

convention raised the salary of their President, d Archer, from $14,000 to $18,000 a year, and the y of Secretary-Treasurer Terry Meagher from 00 to $16,000 a year. They also extended the term icers from one year to two years.

e field of education, the convention passed a reso- n calling on the Ontario Government to assume ull cost of education. It asked also that the import- of text books from the United States be restricted, voiced its opposition to foreign takeover of the dian textbook publishing industry. In the field of men's compensation, the convention asked that the 00 ceiling on benefit payments be eliminated, that pensation be a weekly payment of 85 per cent of vorkman's average weekly earnings, and that pay- s be adjusted from time to time to keep pace with g costs. The delegates went on to ask that an em- ee who has had an industrial accident be assured nployment opportunities.

r resolutions called for: **penalities for those violating inimum wage law; abolition of "homework" in the ent industry; tax relief for low-income groups; "full meaningful" collective bargaining for federal Gov- ent employees;** "decent standards" for hospital em- ees; elimination of private employment agencies; ns' review boards to handle alleged police abuses; e commissions consisting only of municipal politi- ; free access to all beaches for the general public; ction of collective bargaining rights for employees gional governments when these are established; and sion of pensioners under the definition of an em- ee in the Municipal Act.

OFL's statement on pollution included: a call for public transportation in cities to discourage the use rs; a demand for stronger and more uniform anti- tion laws; and a request for OFL education prog- on the subject of pollution, and participation by Federation with other groups to mobilize public ion on the subject. The statement on public televi- commended the Canadian Radio-Television Commission for insisting that cable TV facilities provide local programming, and it urged affiliates to support locally owned community television and help promote public television where none exists.

The convention expressed again its dislike of the Ontario Government's recent amendments to the Ontario Labour Relations Act, and asked for further demonstrations against the Government's position. The OFL declared its support of the intent of the War Measures Act to frustrate terrorist methods, but it emphasized the need for "close scrutiny of the terms of the Act to ensure that the rights and liberties of Canadians are preserved and protected." The resolution asked also for a full explanation by the federal Government of its reasons for invoking the War Measures Act, and for the establishment of programs to end those economic and social inequities in Québec and other parts of Canada that create conditions in which political terrorism can develop.

President David Archer and Secretary-Treasurer Terry Meagher were re-elected to office by acclamation. Mr. Meagher was appointed in April 1970 to fill out the term of Douglas Hamilton, who resigned to become a Commissioner of the Ontario Workmen's Compensation Board. The 12 Vice-Presidents elected are: George Barlow, Retail, Wholesale and Department Store Union; Rene Brixhe, United Brotherhood of Carpenters and Joiners of America; Purdy Churchill, International Printing Pressmen and Assistants' Union; Charles Clark, Textile Workers' Union of America; Jack Donnelly, Sheet Metal Workers' International Association; Mike Fenwick, United Steelworkers of America, Pat O'Keefe, Canadian Union of Public Employees; William Punnett, United Rubber, Cork, Linoleum and Plastic Workers of America; Iona Samis, Canadian Food and Allied Workers: George Specht, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America; Harold Thayer, International Association of Machinists and Aerospace Workers; and E. A. Waddell, Oil, Chemical, and Atomic Workers' International Union.

Labour legislation in 1969-70

Part 6: Labour relations

General laws

In 1970, Part V of the Alberta Labour Act (Labour Relations) was extensively amended, after discussion of the proposed changes at a conference of management, labour and government representatives. Ontario amended its Labour Relations Act in one respect (the standard to be used for determining union membership), and later introduced and enacted Bill 167, substantially revising the Act. This legislation is to be proclaimed in force. A number of significant changes were made in the British Columbia and Manitoba Labour Relations Acts. The Newfoundland Legislature repealed an Act, passed in 1959, that decertified two locals of the International Woodworkers of America as a result of a bitter strike in the logging industry.

Summary

The legislative changes in the various provinces resulted from a departmental review of labour relations policies in the light of the findings of three major studies in industrial relations: the Rand Royal Commission (L. G., 1968, p. 686) in Ontario, the federal Woods Task Force report (L. G., 1969, p. 269), and the report on Construction Labour Relations, commissioned by the Canadian Construction Association (L. G., 1969, p. 160).

In the amendments to the Alberta, British Colum and Ontario legislation, special emphasis was placed the construction industry. Provision was made in th provinces for accreditation of employers organizati in order to give employers a collective, and theref stronger, voice in negotiations with their employ Alberta and Ontario established a private jurisdictio dispute settlement procedure. In Alberta, the Boar Industrial Relations was authorized to adjudicate s disputes, failing the appointment of a committee by parties; and in Ontario, the Labour Relations Bo was given authority to deal with a wider range of w assignment disputes.

The Ontario Board was empowered to issue "cease desist" orders in cases where there has been a threate or actual illegal strike or lockout in the construct industry.

Other Ontario amendments permit persons work off-site preparing materials for on-site installation to included in a construction industry bargaining unit, also authorize the Board to depart from the establis craft union principle by recognizing a bargaining composed of employees of various crafts. As a re of a further amendment, designed to promote m

bargaining, a certified council of trade unions s its bargaining rights for its remaining members the withdrawal of one or more member unions.

n membership requirements for certification were ged in Ontario; and **in both Manitoba and Ontario, on is now required to obtain a majority of those g, rather than a majority of persons eligible to vote, certification vote.** In both these provinces, trade representatives were guaranteed access to em- es who reside on the employer's property. Earlier e to bargain for the renewal of collective agree- s was provided for in Ontario.

Ontario Act now guarantees legal strikers the right laim their jobs within six months of the beginning strike, unless an employee's job is no longer in nce. Reinstatement is to be on such terms as the oyer and employee may agree upon, subject to the fication that the employee may not be discrimin- against by reason of his having gone on strike.

uccessor rights provision was modified in the On- Act to provide for the continuation of an existing tive agreement when a business is sold or merged another. The Alberta Board was authorized to re into and rule on any question arising out of , lease or transfer of an employer's business.

berta and Ontario, arbitrators were given authority ry penalties imposed on employees by management ases of suspension or dismissal in Alberta, and in arge or discipline cases for which a specific penalty provided by the collective agreement in Ontario).

e unions and registered employers organizations recognized as legal entities in Alberta. New provi- regulating picketing were added to the Alberta similar to those contained in British Columbia ation.

Alberta Board was given authority to deal with r labour practice complaints, and to issue a cease desist order where it finds that there has been a tion of the Act. A number of new unfair labour ice provisions were introduced in Alberta and On- to give added protection to union members against r or arbitrary action by the union. The Ontario d was empowered to exempt individuals on reli- grounds from paying union dues under union ity clauses. A "hot cargo" clause was enacted in ta.

In Ontario, threatening an unlawful strike or lockout, as well as participating in one, was made an unfair practice, and therefore prohibited.

A number of new enforcement provisions were included in the Alberta and Ontario revisions. The Alberta Board is now empowered to inquire into an allegation made by one of the parties that a strike or lockout is illegal, and it may issue a cease and desist order, which is enforceable by filing in the court.

The Ontario Act permits trade unions or employers to claim damages as a result of an illegal strike or lockout, where there is no collective agreement in existence, and establishes an arbitration process for the determination of damage awards. Such awards will be enforceable as orders of the Supreme Court. To add teeth to the new provisions, fines for offences under the Ontario Act were increased tenfold.

The changes made in the Acts are discussed by subject heading below.

Accreditation

A new development in Alberta, British Columbia and Ontario was the provision made for registration (Alberta) or accreditation (British Columbia and Ontario) of employers organizations, conferring on an organization exclusive bargaining rights on behalf of its members. Accreditation of employers organizations was recommended in the 1968 Goldenberg-Crispo report, prepared for the Canadian Construction Association, and the enactment of legislation providing for such a system has been urged by that Association. The main purpose of accreditation, which is analogous to union certification, is to strengthen the hand of employers in bargaining by preventing individual contractors from signing a private agreement during a strike or lockout. In Québec, five employers associations, recognized by the Construction Industry Labour Relations Act as representative, negotiate on behalf of all employers in the construction industry in the province.

The Alberta and Ontario provisions are applicable to employers organizations in the construction industry; the British Columbia provisions are not limited to the construction industry.

In all three provinces, application for accreditatio to be made to the Labour Relations Board (Boar Industrial Relations in Alberta), and the Board make an inquiry and satisfy itself as to the organizati right to be accredited.

Under the Alberta Act, an organization making a cation is required to represent a majority of the emp ers in an area in respect of whom a trade unio a trades council has collective bargaining rights. organization applying for registration must file its stitution, by-laws and list of officers with the Board. Board must determine whether the organization proper one for registration, whether it has as mem a majority of the employers in the area with who trade union or trades council has collective bargai rights, its trade and territorial jurisdiction, and o relevant matters. If satisfied about these matters, it issue the registration, setting out the trade union(s) which the organization may bargain, the trade juri tion, and the territory covered.

The registered organization will have exclusive auth to bargain on behalf of its members, and on beha any other employer in the construction industry whom the trade union(s) may establish the rig collective bargaining in the area named in the reg tion; and a collective agreement entered into wi binding on all such employers and their employee employers and employees covered by the agree have the right to cast a ballot in any Board-super vote having a bearing on collective bargaining o garding a strike or lockout. All agreements betwee individual employer and a trade union are void. **D the first 60 days of a strike or lockout, only the regis organization and the named trade union(s) may con a collective agreement.**

An application may be made for the cancellatic the registration of an employers organization: (months after notice to bargain is given, if no colle agreement has been signed; (b) during the last months of the term of an agreement; or (c) after a s or lockout has been in effect for 60 days. Before ca lation, the Board must determine the wish of the m ty of the employers affected. Where a registrati cancelled, the trade union retains its bargaining in respect of individual employers, and the colle agreement continues to bind each of the employers

The British Columbia Act and Regulation 7A mac the Board make no specific mention of majority sup The Board may add the names of employers to, or d

from, the application. Before issuing an accredita-
it is required to determine if the employers named
e application: (a) constitute a group appropriate
ollective bargaining; (b) are members of the appli-
organization; and (c) have agreed to the accredita-
of the organization as their bargaining agent.

**ccredited organization in British Columbia has ex-
e authority to bargain for its members, and to bind
by a collective agreement as long as they are named
e accreditation.** An employer may, however, apply
e Board to have his name deleted from the accredi-
n during the fourth and fifth months immediately
ving the execution of a collective agreement en-
into by the organization. The Board has final
ority to decide any question as to whether an em-
r is included in, or excluded from, an accreditation.

**ntario, exclusive collective bargaining rights are
ed to an employers organization that is able to
nstrate majority support among unionized employ-
a particular sector of the industry and geographic**

it of employers is to consist of all the employers
particular sector of the industry in a geographic
in respect of whose employees a trade union or
council of trade unions has bargaining rights. The Board is to determine what constitutes an appropriate unit of employers for collective bargaining purposes, and it may combine geographic areas, sectors of the industry, or both, or parts of them.

A "sector" of the industry is defined as a division of the construction industry as determined by work characteristics, and includes the following sectors: (a) industrial, commercial and institutional; (b) residential; (c) sewers, tunnels and watermains; (d) roads; (e) heavy engineering; (f) pipeline; and (g) electrical power systems.

A trade union or council of trade unions has bargaining rights in a sector and area: (a) if it has been certified or has been granted voluntary recognition by employers; or (b) if it has entered into collective agreements for a bargaining unit covering the employees of more than one employer.

In order to be accredited, the organization must represent a majority of the employers in a sector and geographic area. In addition, a majority of employers thus represented must have in their employ a majority of the employees represented by the trade union. The Act outlines the tests that the Board must apply to determine this double majority.

Before granting accreditation, the Board must satisfy itself that the employers organization will be able to carry out its obligations. It must be a properly constituted organization, and its members must have vested it with the necessary authority. The Board may postpone its decision on the application to allow the employers time to vest appropriate authority in the organization.

Accreditation is prohibited where there has been union participation in the formation or administration of the employers organization, where the union has contributed financial or other support to it, or where the organization discriminates against any person because of his race, creed, colour, nationality, ancestry or place of origin.

The accredited organization has exclusive bargaining rights in respect of all employers in the bargaining unit, and a collective agreement entered into by the organization and the trade union or council of trade unions is binding on such employers and their employees. These provisions also apply to employers for whose employees

the trade union or trade union council subsequently obtains bargaining rights, whether by certification or voluntary recognition. Bargaining between the union or council and individual employers is prohibited, and any separate collective agreement between an individual employer and a trade union is void. All existing collective agreements binding on the parties are to lapse at the end of their term and be replaced by the collective agreement concluded by the organization and the union.

Any employer in the unit of employers may apply to the Board for a declaration that the accredited organization no longer represents the employers in the bargaining unit only (a) during the last two months of the term of a collective agreement, or (b) where no collective agreement has been made within one year following accreditation, during the two months immediately after this one-year period.

After determining the wishes of a majority of employers in the unit who employ a majority of employees represented by the union, the Board may issue such a declaration. Accreditation may also be terminated if, after an application for termination is made, the employers organization informs the Board that it no longer wishes to represent the employers in the unit. When accreditation is terminated, the collective agreement ceases to operate, and the union or council may give notice to bargain to any employer in the unit.

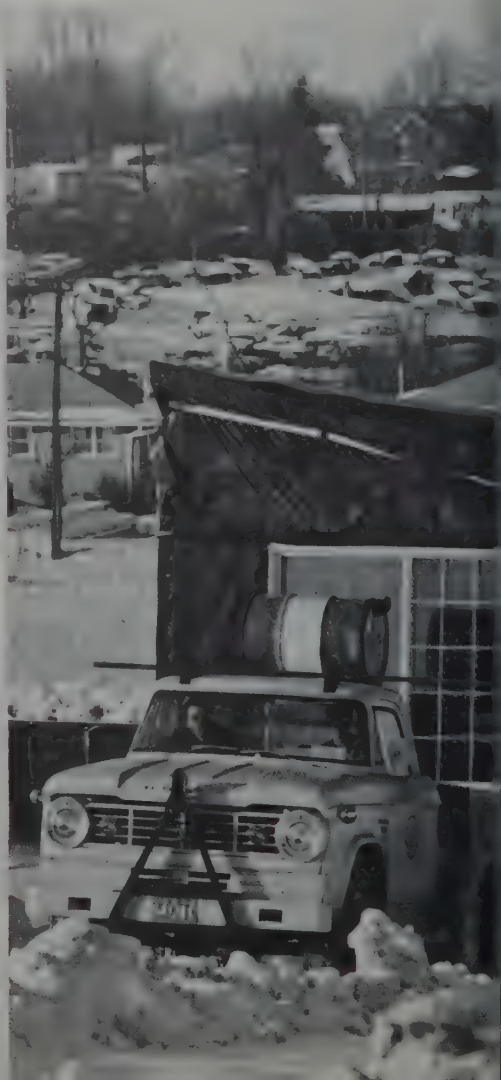
Agreements between the union or council and individual employers in the unit to provide employees during a legal strike or lockout are prohibited. The Act does not prevent the employer from attempting to carry on his business during a strike or lockout.

Fair practices provisions similar to those applying to trade unions lay down: (a) the duty of fair representation of employers in the bargaining unit, whether the employers are members of the organization or not; (b) a prohibition against denial or termination of membership except on fair and reasonable grounds, as determined by the Board; and (c) a prohibition against unreasonable or discriminatory fees, as determined by the Board.

The construction industry

In Ontario, several other amendments apply to, or
a direct bearing on, the construction industry. The s
of the construction industry was extended by the in
sion in the definition of "employee" of workers eng
wholly or partly in off-site work. Off-site workers
be included in a bargaining unit if such employee
commonly associated in work or bargaining with or
employees.

**The Board was granted the power to issue an o
requiring compliance in cases of illegal strikes or
outs in the construction industry.** Where, on the
plaint of an interested party, the Board is satisfied
illegal strike or lockout action has been take
threatened, it may direct what action must be t



by of a direction must be filed with the Supreme , whereupon it becomes enforceable as an order Court. The Board already had authority under eneral provisions of the Act to declare a strike or ut unlawful. As indicated above, it is now made ence under the Act to threaten an unlawful strike kout.

other amendment, the Board is empowered to re-ze "mixed crews." The effect of this change is that oard will have discretion to include in a bargaining ersons who, as part of a work crew or team, perform kills of more than one craft. This change was re-d, according to the Minister, to take care of situa- where adherence to the strict craft principle, pre-ly provided for in the Act, would tend to discourage se of efficient operating methods.

A new clause permits professional engineers to form a separate bargaining unit or to be included in a bargaining unit with other employees. In the latter case, the Board must be satisfied that a majority wishes to be included in such a bargaining unit.

Another amendment repealed a provision which stated that, on the dissolution of a certified council of trade unions, or the withdrawal of a member union of such council, the council and its member unions ceased to represent employees. The effect of the repeal is that, if one union withdraws from the council, the council will retain its bargaining rights in respect of its remaining members.

Jurisdictional disputes

Both Alberta and Ontario provided for the establishment by employers and trade unions in the construction industry of a representative jurisdictional committee to which work assignment disputes may be referred.

In Alberta, where a difference arises following the assignment of work to members of a particular trade union or to workmen of a particular trade, craft or class, any of the parties affected may refer the question to the jurisdictional committee. The committee is to make a thorough inquiry, giving all parties an opportunity to be heard, and make a binding award respecting the assignment of the work within 14 days or any longer period that it may fix. Where no committee is established, a work assignment dispute may be referred to the Board for a binding decision. The decision of the committee or the Board may be made enforceable as a court order by filing it with the court.

The Ontario amendments require every trade union, council of trade unions, employer and employers organization in the construction industry to file with the Board the name and address of a person authorized to act as its jurisdictional representative in cases of work assignment disputes by April 1, 1971, or within 15 days of the signing of a collective agreement, whichever is later. The representative must be a resident of Ontario.

Where a complaint regarding assignment of work is filed with the Board, and each party has designated a jurisdictional representative, the designated representatives are to be notified immediately by telephone or telegram, and they must meet forthwith and attempt to settle the dispute. They are required to report to the Board within 14 days of the filing of the complaint.

If a unanimous agreement is reached within this period, the Board must incorporate the settlement in the form of a direction and file it with the Supreme Court, whereupon it becomes binding on the parties. Once the representatives are notified, the Board cannot proceed with an inquiry until the 14 days have elapsed. It may, however, make an interim order, in order to prevent or stop a strike.

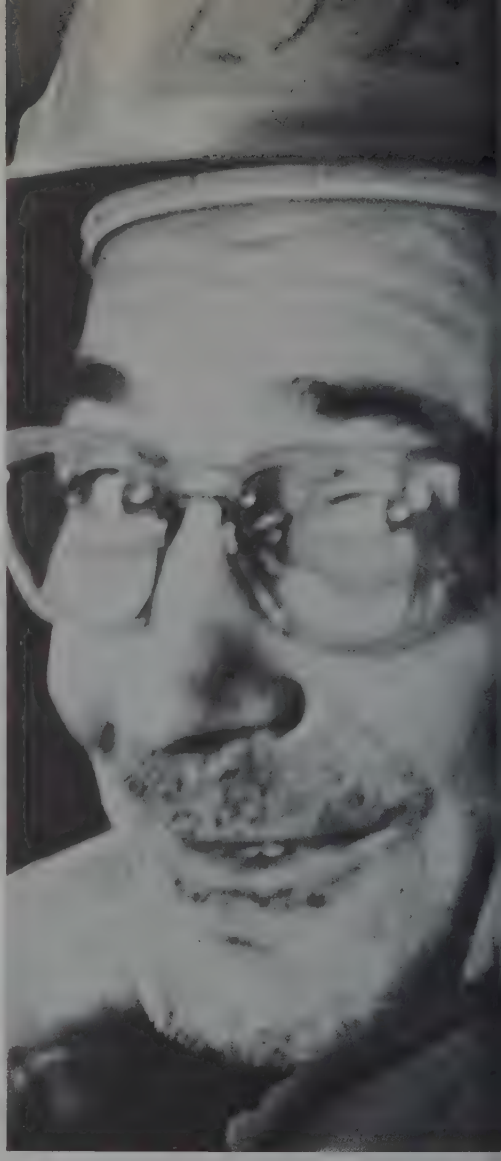
In addition to creating machinery for the private settlement of jurisdictional disputes, the Ontario Legislature made some changes in regard to the Board's powers to deal with such disputes. **The existing provisions were amended to provide for a situation wherein one of the trade unions involved does not represent any of the employees of the employer directly affected.**

At present, the Board is authorized to inquire into a complaint that a trade union or its representative is requiring an employer to assign work to one particular trade, craft or union rather than to another; the Board must then direct the action that the parties must take or refrain from taking. Where the complainant alleges that a strike is imminent or in progress as a result of the dispute, the Board may make an interim order after consulting the parties concerned. The order must be filed with the Supreme Court and is enforceable as a judgment of that Court. An inquiry may be postponed where the parties have made an arrangement for the settlement of the dispute. Further, the Board may not inquire into a complaint where a collective agreement provides for the binding settlement of a jurisdictional dispute by referral to an agreed tribunal. The Board may in its discretion alter a bargaining unit.

The courts have held that the use of the word "employees" in the relevant section of the Act restricted its application to work assignment disputes in which the employer concerned had employees of both competing unions in his employ. By substitution of the word "persons" for employees, the Board is given authority to inquire into disputes in cases where the employer does not employ members of both the competing unions. A further amendment provides that the Board's decisions may be of general application—that is, binding on the parties for other jobs, present or future, in such geographic areas as the Board deems advisable.

Access to work camps

In Manitoba and Ontario, trade union representatives are guaranteed right of access to employees who reside on property owned or controlled by the employer (in Manitoba, the employer or another person). In Ontario,



the employer must allow the representative acces
organizing purposes upon a direction from the Be
The Manitoba Labour Board is authorized to iss
permit, subject to such conditions as it deems advis
If the representative has a permit, the employer or
person owning or controlling the land may not pre
or interfere with, his visit. There are similar provis
in the Québec Labour Code. A regulation issued u
the Code provides for permits and a system of certi
tion in the logging industry.

ber in good standing

io amended its Labour Relations Act as a result udgment of the Supreme Court of Canada in the f **The Metropolitan Life Insurance Company v. ational Union of Operating Engineers, Local 796.** ffect of the judgment, which reversed decisions Ontario Supreme Court and the Ontario Court peal, was to invalidate a certification granted by ntario Labour Relations Board to Local 796 of ernational union for a unit of caretakers employed company. The Court held that persons who did lfil the membership eligibility requirements of the 's constitution could not be members of the union.

ct was amended to incorporate the standard that ntario Board had been using since 1951 for deter- g membership—namely, that a "member" of a union is a person who has applied for membership union and who has paid to the trade union, on n behalf, at least $1 in initiation fees or monthly The Act as amended provides further that the may disregard the requirements for eligibility for ership established by the union constitution if it sfied that the union has an established practice nitting members without regard to these require-

ilar change was made in Manitoba to give legal nition to the current practice of the Manitoba r Board. The Act now provides that, **to be consi- a member in good standing of a union for purposes tification, a person must have been a member of nion for at least six months (previously, three s) at the date of application for certification,** dur- hich time he must have paid at least one month's at the regular rate; or he must have joined the during this period by making application in writ- nd by paying at least $1 in respect of initiation r dues.

dition, if the Board is satisfied that the union has ablished practice of admitting persons to member- without regard to the eligibility requirements of nstitution or by-laws, it is not required to consider in determining whether a person is a member of nion. Previously, the Act stated that a person was member in good standing if, at the time of appli- for certification, he was excluded by the express of the union constitution.

Under the British Columbia Act, the Labour Relations Board has final authority to decide whether a person is a member in good standing of a trade union. The Act was amended to allow the Board to make its decision without regard to the union constitution and by-laws.

Application for certification

Under the British Columbia Act, where a collective agreement is in force, application for certification may be made only during the seventh and eighth months in each year of the term of the agreement, rather than, as previously, during the eleventh and twelfth months of each year, or during the last two months of its term. In Alberta, where a legal strike or lockout is in effect, an application for certification may be made only with the consent of the Board.

Voluntary recognition

In Ontario, a voluntarily recognized union that has not yet signed a collective agreement will be protected against a certification application by another union for the first year following the signing of a recognition agreement between the union and the employer. Certified unions have similar protection.

At present, where an uncertified trade union enters into a collective agreement with an employer, any employees in the unit (or a trade union representing such employees) may, during the first year of the collective agreement, apply to the Board for a declaration that the union was not, at the time the agreement was entered into, entitled to represent them. The employees or their trade union will now also be entitled to challenge the representative character of the union during the first year following the signing of a recognition agreement.

Security guards

The Ontario Act requires that security guards be included in a separate bargaining unit. The guards may be represented only by a union whose membership is confined to security guards. An amendment makes it clear that this section applies, not only to security guards employed by the employer himself, but also to guards provided to the employer under contract by another firm.

Determining bargaining rights

In Ontario, changes were made in the provisions dealing with certification. The Board is authorized to order a representation vote, or a pre-hearing vote, at the request of the union, where it is satisfied that 35 per cent of the employees in the appropriate bargaining unit are union members, instead of the former requirement of 45 per cent. **The requirement for certification without a vote was increased from 55 to 65 per cent membership in a bargaining unit.**

The Board is also given authority to hold additional representation votes, and, where employees are to be given a choice between two or more trade unions, it may stipulate a no-union alternative on a certification ballot and may hold a "run-off" vote, eliminating from the choice on the ballot the choice from the previous ballot that obtained the lowest number of votes cast.

The Minister stated that these changes were introduced to make certification votes more readily available, and to ensure that the certification procedure accurately reflected the true wishes of the employees concerned.

A significant change in Manitoba and Ontario is that in representation votes a majority of persons voting, rather than a majority of persons eligible to vote, will determine the issue. Previously, abstention from voting was, in effect, considered a negative vote.

When taking a representation vote, the Alberta B may delete from the voters' list employees who absent from work on the day of the vote for rea enumerated in the Act. Absence from the emplo usual place of work on the direction of the empl the employee not being scheduled to work, was a to the list.

Notice to bargain

The Ontario Act permits earlier bargaining for ren of a collective agreement. **Notice may now be give any time within 90 days before the termination o agreement, rather than during the last two month 90-day notice period has been applicable for some to the construction industry.** The amendment is inte to encourage early bargaining.

In Alberta, notice to bargain for the renewal or rev of an agreement may be given not less than 30 and not more than 60 days, before the expiry o agreement. An amendment states that, if the agree contains a notice period that differs from the stat requirement, the notice period in the agreement gov

Alteration of working conditions

An employer subject to the Manitoba Act is forbi to alter the terms and conditions of employment d the negotiation period without the consent of the gaining agent (previously, without consent by p behalf of the employees affected). The words "fo purpose of impairing the bargaining position certified bargaining agent" (in reference to decr or increases in wages) were also deleted. Alterati working conditions is restricted from the date on v notice to bargain is given to the date on whic agreement is concluded, or until completion of con tion requirements.

In Ontario, an employer is forbidden to alter wo conditions, without the consent of the trade union, the time a union has applied for certification. Previ this was an unfair labour practice only after a had been certified and notice to bargain had been

Notice to terminate agreement

The British Columbia Act provides that a coll agreement made for a term of more than one year be terminated, with the Minister's consent, on its anniversary date after the agreement has been in

ght months, unless the parties expressly provide vise in the agreement. It is now provided that to terminate must be served on the other party st three months (previously, two months) before niversary date.

iliation

Minister of Labour in Alberta is now empowered tend the time within which a conciliation commis-r must report. Where the conciliation commissioner mends that no conciliation board should be ap-ed, he is required to make recommendations with ct to the matters upon which the parties cannot . If the Minister decides not to appoint a board, eport then has the same status as the award of ciliation board.

oyers organizations

ing provisions in the Alberta Labour Act affecting oyers organizations were strengthened, requiring members who bargain jointly to act more as a An employers organization commencing collective aining must deliver to the trade union, and now o the Board, a list of the employers on whose behalf authorized to bargain. It is deemed to bargain ctively for all such employers. Previously, where st was submitted, the organization was deemed to ain for all its members, unless an employer had ied the bargaining agent in writing and within 14 of notice to bargain, that he would not be bound ny agreement entered into.

re more than one employer is involved in a conciliaboard award, all the employees affected are to vote unit to decide whether the award is to be accepted ejected. Previously, the union and the employers to agree to a joint vote and, if an employer did gree, his employees were required to vote separat-The employers' acceptance or rejection of an award be determined by a majority vote in a secret ballot ucted by the Board.

owing rejection of a conciliation board award, a e or lockout is prohibited until a vote supervised he Board has been taken of the employees as a or the employers, as the case may be, and a majoriis voted in favour of strike or lockout action. **If ike takes place, it must be against all the employers led to vote, and all such employers must participate lockout.**

Collective agreements

A new clause added to the Ontario Act states that, from July 1, 1972, there must be only one collective agreement at a time for a bargaining unit. It is also provided that in multiple bargaining situations a collective agreement is binding on all the employers, trade unions and employees concerned.

A collective agreement to which an accredited employers organization is a party must contain a provision recognizing the organization as the exclusive bargaining agent of the employers in the unit of employers; and, if such a provision is lacking, it may be added by the Board, on application. This provision is analogous to the one requiring recognition in the agreement of the signatory trade union as exclusive bargaining agent for the employees in the bargaining unit.

Where a collective agreement does not contain a provision prohibiting strikes and lockouts during its term, such a provision will automatically be deemed to be contained in the agreement. Previously, where such a clause was lacking, it might be added by the Board on the application of either party.

Industrial inquiry commission

The Ontario amendments enable the Minister to appoint an industrial inquiry commission to investigate particular labour disputes or problems. The commission may consist of one or more persons, and it is to have the powers of a conciliation board. According to the Debates, the appointment of such a commission is envisaged particularly where the public interest is clearly involved. The terms of reference would be established in each individual case. The general purpose of such a commission was stated to be: (a) to present an authoritative statement of the issues involved, which should serve to inform and focus public opinion; and (b) to make recommendations that could serve as a basis for settlement.

Right to reinstatement

In Ontario, workers involved in a legal strike are guaranteed the right to return to their jobs at any time up to six months after the beginning of the strike. An employer must reinstate an employee, if the employee has made a written, unconditional application to return to work. The terms under which an employee is to return are to be agreed on between the employer and employee, subject to a provision stating that the employer may not discriminate against the employee by reason of his having gone on strike.

An employer is not required to reinstate an employee, however, if his job is no longer in existence, or if the employer's operations have been suspended or discontinued for cause. If operations are resumed, employees who have made application must be reinstated first.

Successor rights

The "successor rights" clause in the Ontario Act was re-enacted to provide that, **when a business is sold or otherwise disposed of, the employer acquiring operation of all or part of the business is bound, not only by the certification of the bargaining agent, as previously, but also by the collective agreement in effect when the transfer is made, until the Board declares otherwise.** Within 60 days (formerly 30) after the successor employer becomes bound by the agreement or after the trade union has given him notice to commence collective bargaining, an application may be made to the Board by any person, trade union or council of trade unions concerned for termination of bargaining rights. The Board may terminate bargaining rights if, in its opinion, the character of the business has been substantially changed. The Board is given final authority to decide any question as to whether a business has been sold by one employer to another.

The Alberta Act, which also provides for the continuity of certification proceedings and existing agreements on the acquisition of a business by a new employer, was amended to give the Board authority to inquire into and determine, on application, any question arising out of the sale, lease or transfer of an employer's business. The Board's ruling on the matter is final and binding.

Related companies

The Ontario Board is authorized to treat related enterprises as constituting a single employer for labour relations purposes where associated or related activities or businesses are carried on through more than one corporation, individual or firm under common control or direction. This amendment is designed to take care of a situation where a union may be hindered in its efforts to organize workers because of the difficulty in identifying their employer.

New powers of arbitrators

Under new provisions added to the final settlement clause in the Alberta Act, an arbitration board may direct an employer to reinstate an employee who has been suspended or dismissed, and to pay him as compensation a sum equal to the wages lost, or a les sum. The board is permitted also to vary t penalty imposed by the employer as it thinks fair a reasonable, having regard to the terms of the collecti agreement.

The Ontario Act was amended to grant arbitrators a arbitration boards the right to modify penalties in d charge and discipline cases where the collective agr ment does not contain a specific penalty for the infr tion in question. In reviewing the penalty imposed an employee, the arbitrator may substitute such oth penalty as seems just and reasonable in the circu stances.

Legal entities

Under the Alberta Act, registered employers or nizations and trade unions are declared to be legal en ties for purposes of prosecuting and being prosecu for violations of the Act, or suing and being sued un the Act.

Picketing

A new section of the Alberta Act prohibits picket unless it is associated with a legal strike or lockou During a lawful strike or lockout, the members of t trade union, or persons authorized by it, may pick their place of employment, as long as they do not enga in any acts that are otherwise unlawful. They may p suade, or attempt to persuade, persons not to enter t employer's premises, deal in or handle the employe products, or do business with the employer. All oth picketing is forbidden. These provisions are similar those in the British Columbia Trade-unions Act, 195

Unfair labour practices

The Alberta Board was given authority to deal w unfair labour practice complaints and to issue cease a desist orders and orders requiring the employer, tra union or other person to rectify the unfair practice. such orders may be made enforceable as orders of t court. The Board may reject a complaint that is witho merit.

A number of new unfair labour practice provisions we introduced to give added protection to union membe or prospective members against unfair or arbitrary acti by the union.

ere a collective agreement requires that an employee
member of a specified trade union, the admission
membership requirements must be the same for
persons. An employee who, as a condition of em-
ment, must be a member of a specified union, and
se membership is suspended or revoked, is protected
n loss of employment during an appeal initiated
in 90 days, and is entitled to be represented by
nsel at the appeal.

ade union or any of its officers is forbidden to fine,
end, expel or otherwise discipline a member except
non-payment of dues or fees unless: (a) he has been
ed with written specific charges; (b) he has been
n reasonable time to prepare his defence; (c) he
had a full and fair hearing, with the right to be
esented by counsel; and (d) he has been afforded
onable time to pay any fines imposed.

A "hot cargo" clause was included in the Alberta amendments. A refusal for any reason whatsoever to take delivery of goods from a carrier or to assist in the loading of a carrier of goods for shipment is prohibited, unless the carrier and his employees are involved in a legal strike or lockout.

The Ontario Act protects an employee against dismissal under the terms of a union security provision whereby he has been expelled or suspended from or denied membership in the union on the grounds of membership in another union, or activity against the union or on behalf of another union. He will now also be protected where he has: (a) engaged in reasonable internal union dissent; (b) been discriminated against in the application of the union's membership rules; or (c) refused to pay unreasonable initiation fees or dues. The onus of the section is shifted from the employer to the trade union. Rather than forbidding the employer to discharge an employee on these grounds, the Act forbids the union to require the employer to do so.

In line with changes made in the requirements for outright certification (without a vote), a first collective agreement may contain a union security clause only where at least 65 per cent of the employees in the bargaining unit are union members, rather than 55 per cent, as formerly.

A duty of fair representation is imposed on a trade union or council of trade unions. It must not act in an arbitrary or discriminatory manner or in bad faith in representing the employees in the unit, whether or not they are union members or members of a constituent union of a trade union council. Threatening an unlawful strike or lockout is made an unfair labour practice. A ratification vote, as well as a strike vote, must be by secret ballot, and persons entitled to vote must be given ample opportunity to cast their ballots.

Dues exemption

The Board is empowered to exempt individuals from paying union dues on religious grounds. Where the Board is satisfied that an employee objects to joining a trade union or to paying union dues because of his religious convictions, it may, by order, exempt the employee from the union security provisions of a collective agreement. **The employee must pay an amount equivalent to the union dues to a charitable organization mutually agreed on by the employee and the trade union, or if agreement cannot be reached, to a registered charitable organization designated by the Board.**

This provision applies only to persons who are employees when a collective agreement containing a union security provision is first signed, and only during the life of the agreement. Persons who are hired after the signing of the agreement are not covered. Employees covered by an existing collective agreement with a union security clause when the amendments come into force may take advantage of the exemption during the life of the agreement.

Excluded categories

The protection afforded by the Ontario Act to witnesses in Board proceedings against discrimination in employment, and intimidation or coercion by employers or trade unions, will be extended to professional employees and to persons who exercise managerial functions or are employed in a confidential capacity in matters relating to labour relations. Such persons will be permitted to file an unfair labour practice complaint. These categories are otherwise excluded from the Act.

Illegal strike or lockout

The Alberta Board is now empowered to inquire into an allegation made by one of the parties that a strike or lockout is illegal. If the Board determines that the action is illegal, it must make a declaration to that effect, and the declaration may include a cease and desist order. If the directive is not compiled with, the Board may file a copy with the court, whereupon it becomes enforceable as an order of the court.

The Ontario Board also has authority to declare a strike or lockout unlawful on the application of the other party. As already noted, it was given power to issue directions and compliance orders (cease and desist orders) when an illegal strike or lockout has been threatened or has taken place in the construction industry. The Minister said this power was restricted to the construction industry in order to test the effectiveness of its enforcement, and because of the problems the industry had had with illegal strikes.

Damage awards

The Ontario Act provides for the arbitration of damages resulting from an illegal strike or lockout where there is no collective agreement between the trade union and the employer. The arbitration procedure for the determination of damage awards, is similar to that required to be established under all collective agreements under the Act, that is, a three-member board must be set up.

Notice of intention to claim damages must be gi within 15 days of the Board's declaration that a st or lockout is unlawful. The arbitration board's deci is final, including its decision as to whether the cl is arbitrable. Upon being filed, the decision is enfo able as a judgment of the Supreme Court.

Fines

The maximum fines for violation of the Ontario were increased tenfold to $1,000 for an individual $10,000 for a corporation, trade union, council of t unions or employers organization.

The second half of "Part 6: Labour Relations" appear in the March issue of The Labour Gazette.

nployment fatalities

d quarter, 1970

were 160 employment fatalities in Canadian in- during the third quarter of 1970, according to reports submitted to the federal Department of ur. In comparison, the final total number of fatali- eported for the third quarter of 1969 was 294—85 than the previously published total of 209 for that er (L. G., Feb. 1970, p. 113). In the second quarter 70, the revised figures indicate that there were 198 oyment fatalities, 41 more than the previously shed total of 157 (L. G., Nov. 1970, p. 783). These ties occurred among persons gainfully employed, happened during the course of, or arose out of, employment. They include also deaths resulting industrial disease.

ng the third quarter of 1970, four multi-fatality ents were reported, providing information on the s of 12 workmen, and 3 other persons. In July, wmen, 1 woman and 2 children were drowned when ighter sank in the St. Lawrence Seaway near isburg, Ont.; 2 railwaymen were killed near Car- guay, Alta., when a freight train was inadvertently hed on to a side track and crashed into another ; and 2 Manitoba loggers drowned while trying to to shore, after a boat in which they were returning work exploded and caught fire. In September, 2 tenance employees at Winnipeg Airport were killed a tire, part of a wheel assembly which they were ging, blew up because it had been inflated to exces- pressure.

ne 160 fatalities reported, the largest number, 33 .6 per cent, occurred in the transportation industry Table H, p. 156, for complete statistics). Twenty- fatalities occurred in mining, 28 in construction, 25 in manufacturing, 14 in forestry and in public administration, 6 in trade, 5 in agriculture, 3 in service, 2 in fishing and none in finance. There was one fatality reported with no specific industry.

Table H indicates that, for the seven age groups analyzed: 27.5 per cent of the fatalities were 25 to 34; 20.6 per cent were 35 to 44; 17.5 per cent were 45 to 54; 12.5 per cent were 20 to 24; 11.9 per cent were 55 to 64; 5.0 per cent were 14 to 19; and 3.8 per cent were 65 and over. For two fatalities, or 1.2 per cent, no ages were reported for the workmen involved.

The occupational group of craftsmen incurred the largest number of fatalities—53—which was 33.1 per cent of the total, whereas there were no fatalities recorded for professional workers, and only 1 fatality for the sales group.

Table H indicates also that most of the reported accidents were the result of being struck by objects. Of the total number of fatalities, 46 or 28.8 per cent occurred in this way; falls and slips were the cause of another 33, or 20.6 per cent; and collisions or derailments resulted in yet another 28, or 17.4 per cent of the total. Inhalation accounted for only one fatality, or 0.6 per cent of the total, and no fatalities were attributed to the striking-against type of accident.

Preliminary reports indicate that there were no fatalities in Prince Edward Island for the third quarter of 1970. The 160 fatalities were recorded by province as follows: 3 in Newfoundland, 7 in each of Nova Scotia and New Brunswick, 13 in Quebec, 72 in Ontario, 10 in Manitoba, 7 in Saskatchewan, 14 in Alberta, 25 in British Columbia, and 2 in the Yukon and Northwest Territories. Revised figures for the third quarter of 1970 will be published in the May 1971 issue of The Labour Gazette.

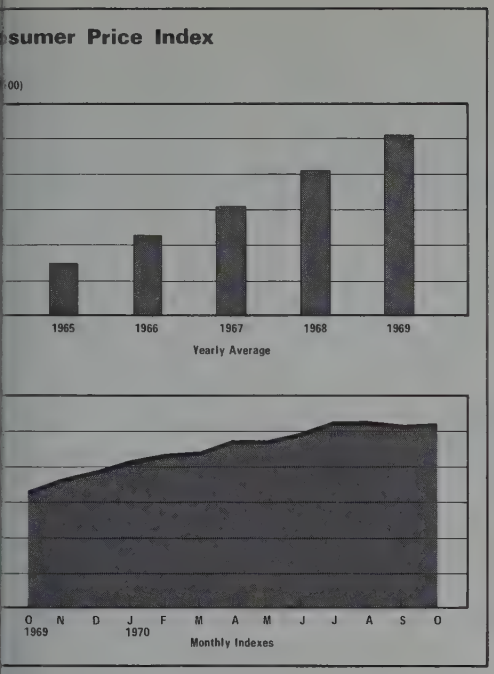
Price indexes

Consumer, October

The consumer price index (1961 = 100) advanced 0.1 cent to 130.3 in October from 130.2 in September, was 2.8 per cent higher than in October 1969. Increa of 0.8 per cent to 0.9 per cent for the housing, cloth and health and personal care indexes counteracted 1.2 per cent decline in the food component. The hous index advanced mainly because of shelter increa especially for homeownership. Increased professic fees were responsible for the rise in the health personal care index. The rise in the clothing compon was normal for this time of year, reflecting increa associated with the introduction of new winter line substantial decline in food prices, which was larger t the usual September-to-October decrease, was acco ed for by price cuts on a wide range of items.

The food index declined to 128.5 from 130.0, but 0.5 per cent higher than a year earlier. With the ex tion of restaurant meals, the prices of more than t quarters of the food items decreased. Beef prices clined 2.4 per cent, but were 3.7 per cent higher a year earlier; and pork prices declined 1.1 per but were more than 10 per cent lower than a year ea Poultry prices increased 4.0 per cent, but were 8 cent lower than in September 1969. Some stable p aged goods recorded unusual declines. Baby food p decreased by about 10 per cent as a result of spe in a number of major cities; flour and soda biscuit p also declined. Some grocery items were lower in p but many staple foods were virtually unchanged recorded minor increases. Prices for bread advance per cent, for butter 0.2 per cent, and for fresh milk unchanged. Egg prices declined 1.0 per cent to al 18 per cent below their level of a year earlier. F prices dropped 3.6 per cent, apples 20 per cent, some canned fruits and juices by an average of a 1 per cent. The vegetable component increased 1.8 cent as higher prices for tomatoes, celery and le outweighed declines for other fresh and canned ve bles. Restaurant meal prices rose 0.3 per cent and 4.8 per cent higher than in October 1969.

The index for food at home declined 0.2 per cent b its level of a year ago. Mainly because of incre shelter prices, the housing index advanced 0.8 per from 131.8, and was 5.1 per cent higher than a ago. The home-ownership component rose 1.8 per to a level 9.5 per cent higher than a year ea The largest increases were 3.3 per cent for mor



st, 1.6 per cent for repairs, and 1.2 per cent for ouses. Increased prices for some building materials enerally higher wages in the construction trades mainly responsible for the increase in the new s and repair items. Residential property taxes d up 0.8 per cent, and rents by only 0.3 per cent. ousehold operation component advanced by 0.2 nt because of higher prices for fuel, lighting and ure. These increases were partially off-set by de- in household textiles, utensils, equipment and ies.

lothing index rose 0.9 per cent to 128.2 from 127.0, as 1.7 per cent above its October 1969 level. Higher were recorded for most items of women's wear, wear, footwear, and children's wear. Prices of n's winter coats and rayon dresses increased after d-of-season sales; these increases were partly offset clines in fur coats and hosiery prices. The piece index recorded the only decline in the clothing onent, down 0.2 per cent because of a number es.

The transportation index declined 0.1 per cent to 125.2 from 125.3, but was 3.6 per cent above its October 1969 level. The October decrease reflected a 1.3 per cent decline in the travel component. Rail fares were 3.2 per cent lower, but were partially offset by a 1.6 per cent increase in inter-city bus fares. Automobile operation and local transportation components were unchanged.

Mainly because of higher professional fees, **the health and personal care index advanced 0.8 per cent to 141.2 from 140.2, and was 3.7 per cent above the October 1969 level.** Dentists' fees rose by an average of 3.1 per cent across the country and in provinces not under Medicare programs, doctors' fees increased 1.2 per cent, and optical care fees 1.9 per cent. Personal care supplies were practically unchanged in price, as an increase for bar soap was offset by decreases for a number of other toiletry items.

Owing entirely to an increase in the recreation component, **the recreation and reading index advanced 0.1 per cent to 133.1 from 133.0, and was 3.9 per cent above the October 1969 level.** Admissions to sports events increased by 1.2 per cent, as higher charges were recorded for bowling in most cities. The tobacco and alcohol index was unchanged from its level of 126.4 in September 1970 and October 1969.

City consumer, October

The consumer price index (1961 = 100) decreased in all regional cities and city combinations except Halifax, where a 0.2 per cent increase was registered. The declines ranged from 0.6 per cent in Montreal to 0.1 per cent in St. John's.

Food indexes decreased in all major centres because of lower prices for meat and many fresh produce items. The components for housing, clothing, and health and personal care advanced in nine cities; and recreation and reading indexes moved up in eight major centres. The transportation index registered mixed movements; tobacco and alcohol components were unchanged.

Other price index changes were: Montreal –0.7 to 123.6; Saskatoon-Regina –0.7 to 122.1; Winnipeg –0.5 to 127.1; Saint John –0.4 to 123.4; Edmonton-Calgary –0.4 to 125.7; Ottawa –0.2 to 127.5; Toronto –0.2 to 127.1; Vancouver –0.2 to 123.3; St. John's –0.1 to 121.2; Halifax +0.2 to 124.3.

Wholesale

The general wholesale index (1935-39 = 100) was unchanged from the revised September index of 284.5. It was 0.4 per cent higher than the October 1969 index of 283.4. Five of the eight major group indexes were higher, and three declined.

The non-metallic minerals products group index advanced 2.5 per cent in October to 220.1 from 214.8 on price increases for fuels. The chemical products group index increased 1.4 per cent to 228.4 from 225.3. Higher prices for unmanufactured tobacco, grains, fresh fruits, and livestock and poultry feeds were responsible for an increase of 0.7 per cent to 239.2 from 237.5 in the vegetable products group index. There were minor increases in two major group indexes—textile products to 257.0 from 256.9 and iron products to 305.8 from 305.7.

The animal products group index declined 1.2 per cent to 316.9 from 320.6 on lower prices for livestock, fishery products, and fresh and cured meats. A decline of 1.1 per cent to 272.0 from 275.1 in the non-ferrous metals products group index reflected lower prices for refined copper (export sales), and lead and its products. The wood products group index declined slightly to 375.5 from 375.6

U.S. consumer, October

The United States consumer price index (1957-59 = 100), seasonally adjusted, increased 0.5 per cent in October, for the second consecutive month, to 137.4. It was 5.9 per cent higher than a year ago.

On the average, food prices were at about the same level as five months ago. There were increases of 5.4 per cent in the price of new automobiles, 0.4 per cent in the cost of household durable goods, and 1 per cent in gas, electricity, fuel oil and coal. Women's and girls' apparel increased 1.3 per cent, gasoline 1.3 per cent, and reading and recreation, 0.2 per cent. Although average food prices in grocery stores were stable, the price of restaurant meals continued to advance, with an October increase of 0.4 per cent.

British retail, August

The British index of retail prices (January 1962 = 100) was 140.8 at August 18 compared with 1 at July 21 and 131.8 at August 19, 1969.

The index for items of food whose prices sh significant seasonal variations—home-killed lamb, fi and smoked fish, eggs, fresh vegetables and fi fruit—was 132.0, and for all other items of food it 141.5. There were reductions in the average price potatoes, runner beans, tomatoes, other fresh vegetal and fresh fruits. The index for the food group as a wh declined to 139.5, compared with 142.1 in July. index for foods, the prices of which show seasonal va tion, dropped 12 per cent to 132.0 compared with 1 in July.

Housing: In this group as a whole, the index rose 159.3 compared with 158.8, mainly because of an crease in the average level of rents for unfurnis dwellings. **Fuel and light:** There were increases in levels of prices of household coal and coke, and index for the group as a whole rose to 143.1 from 1 in July. **Clothing and footwear:** Because of an incr in the average level of prices of women's outerw the index for this group advanced to 124.6 from 1 in July. **Transport and vehicles:** As a result of hi bus fares in many areas, and increases in Undergro rail fares in London, an increase in the average l of prices of second-hand cars, the group index advar to 134.7 from 132.9 in July. **Miscellaneous goods:** Tl were increases in the average levels of prices of m articles included in this group, and the group index to 144.1 compared with 143.3. **Services:** An adv in the average level of charges for admission to foot matches was responsible for an increase in this gr index as a whole to 157.1 from 156.0 in July. M **bought and consumed outside the home:** There wa increase of more than 1 per cent in the average l of prices in this group, and the index rose to 1 compared with 146.2 in July.

nemployment insurance report

mary Table

ty	Sept. 1970	Aug. 1970	Sept. 1969	Cumulative Data: Jan. to Sept. 1970	Cumulative Data: 12 months ending Sept. 1970
		(in thousands)			
d population at end of month	—	5,667	5,518	—	—
and renewal claims filed:					
otal	121	106	90	1,559	2,149
Initial	84	75	64	1,159	1,602
Renewal	37	31	26	400	547
ants currently reporting to local offices	391	409	260	548*	509*
ciaries (weekly average)	221	299	166	414*	357*
s compensated	1,106	1,194	745	15,892	18,484
t paid	$37,737	$41,377	$24,008	$542,034	$643,176
ge weekly benefit	$34.11	$34.66	$32.22	$34.11	$34.80

thly average.

number of initial and renewal claims filed in Can- in September increased by 15,000 or 14 per cent the previous month to 121,000. This increase, evi- in all regions, exceeded 25 per cent in Prince ard Island, Manitoba and Saskatchewan. Renewal s, which increased 17 per cent nationally, increased ore than 40 per cent in Prince Edward Island and Scotia. As was the case last month, renewal claims rised approximately 30 per cent of all claims filed.

pared with the same month of last year the number aims filed increased by 34 per cent. Increases of er than 50 per cent occurred in Manitoba, Alberta British Columbia. And renewal claims in Alberta ased 152 per cent.

ntrast to the increase in the number of claims filed, ational claimant count decreased by 17,000 or 4 ent from the count at the end of August to 391,000. eases ranging from 4 to 16 per cent in most provinces were offset by increases in the claimant counts of Québec, Manitoba and Saskatchewan. Approximately 60 per cent of all claimants in the current month were male.

Compared with the same month of last year, the current claimant count was 131,000 or 51 per cent higher. This increase was reflected in all provinces except Newfoundland where the count was unchanged. A substantial portion of this increase can be accounted for by the relatively large increases in the male claimant counts in Manitoba, Alberta and British Columbia.

The average weekly estimate of beneficiaries in September, 221,000, was 26 per cent lower than in August but 34 per cent higher than in September 1969. Benefit payments totalled $37.7 million in September, $41.4 million in August and $24.0 million in September 1969. The average weekly-benefit payments for these three months were $34.11 in September 1970, $34.66 in August 1970 and $32.22 in September 1969.

The strait jacket of restrictive legislation

The present system of free collective bargaining is in great jeopardy in this country, thinks Prof. Roy Brookbank, formerly Director of the Masters Degree Program in Business Administration, and Chairman of the Department of Commerce, Dalhousie University.

Prof. Brookbank, who is now at the University of Toronto on sabbatical leave, told some 200 delegates attending a one-day Joint Labour-Management Conference at Dalhousie University last October that legislation is now being introduced by provincial governments in terms of controlling the system, often over the objections of key principals in the collective bargaining system. The conference was sponsored by the Canada Department of Labour, the Nova Scotia Department of Labour and the Nova Scotia Joint Labour-Management Committee.

"A free system of collective bargaining depends primarily on the active participation of the two principals involved," Brookbank said. "Restrictive legislation, although it may seem to solve current problems, can undermine the total system and thus cause more problems that it cures."

He pointed out that it has now been about 10 years since Mr. Justice A. H. MacKinnon produced his "Fact-Finding Enquiry on Labour Legislation in Nova Scotia," (L. G. 1962, p. 507) Mr. Justice MacKinnon was asked to investigate the practice of having unions and managements presenting individual briefs to the Government in an attempt to bring about legislative changes that would give them "one-upmanship" over the opposing side. "Judge MacKinnon told employers and unions: 'You have the right to keep on doing t if you wish, but if you keep this up, you'll be in su a legislative strait jacket that you will have little flexi lity or control. The same dangers of over-legislation now evident across the country'," Brookbank said, ding that labour-management co-operation may be illegitimate son of labour relations, but he still mi be able to pay off the mortgage and save the farm.

He pointed out that, **although 96 per cent of collect agreements in this country were still settled amica settlement often occurs because one side or the ot doesn't feel it has adequate power to back up furt argument.** There is always, in a democratic system, so kind of imbalance, he said, but the democratic syst makes constant adjustment the main issue, not perf tion or "peace at any price." Labour-management c sultation, he said, is a far better alternative than exter controls in solving problems.

"We are interested today in finding specific ways which profits and productivity can be increased in No Scotian industry," he said. "We are interested also how the wages of Nova Scotian workers can be creased." It is virtually impossible, he believes, achieve these goals independently of one another.

Brookbank's concluding remarks were: **"You can have efficiency and productivity without the co-operat of labour; and if a worker is seeking a higher inco there is no way that he can get this without the co-ope tion of management. The task today is to see if how it can be done through labour-management cons tation."**

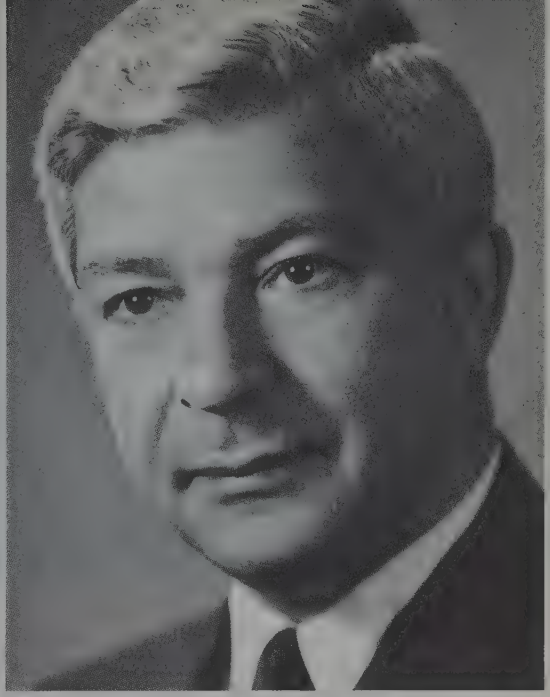
itical changeover the world's bour force

world is on the threshold of a critical changeover e labour force, according to Kalmen Kaplansky, tor of the Canada Branch of the ILO. "The com- on of the labour force and of the trade union move- is changing rapidly," Mr. Kaplansky said in a recent iew. "It's the end of an era. The skilled and semi- d blue-collar worker who has pioneered and built, has been the backbone of the labour movement, nger holds a monopoly on trade unionism. The ssional workers, medical men, chemists, and uni- y graduates, who are no longer individually em- d, have brought about a need for collective repre- tion. And these skilled professionals are bringing t new attitudes and new approaches to policy, to bline, to management."

ntly returned to Canada after a tour of various pean countries, during which he interviewed indus- relations experts on behalf of the International ute for Labour Studies in Geneva, Kaplansky re- d that he had talked to some 80 persons altogether. country, he said, owing to diversity of interests, raphic location, trade policy, ethnic, political and ous background, and participation or non-partici- n in economic blocks, has an individual approach dustrial relations. But **the one common denominator the influx of professionals into the trade union ment.**

ell as having national trade union federations for collar and white-collar workers, Sweden has a third nization called the Swedish Academicians Central nization (SACO) for the best-paid workers with the responsibility. Geared at first to university gradu- only, SACO now caters to any person holding a osition.

esidual rights of management are protected by the ish Employers Confederation (SAF). "Article 32 e SAF Constitution states that employers have the prerogative to hire and fire, thus protecting the d rights of management," Kaplansky said. "The iation has until recently rather rigidly enforced this sion, unless specifically forbidden to do so by col- e labour agreements. This unchallenged right of gement to hire and fire will, in future, become



Kalmen Kaplansky

a very contentious issue. It has already caused a great deal of difficulty."

In many countries, there was also a growing disenchantment with national agreements. "Most of the things that concern workers are not reflected in these agreements," he said. He predicted that, in the future, a large part of the collective bargaining negotiations will be done at the local plant level.

Industrial relations practictioners, he continued, were not overly concerned about the progressive invasion of the multi-national corporations. The big corporations would be tolerated as long as they posed no threat to the sovereign power of the state, Mr. Kaplansky said, but a few envisage international collective bargaining in the forseeable future. Dissimilarity of political, economic and social climates, availability or unavailability of skilled labour, and the different working and social conditions in various countries would militate against international collective bargaining becoming a serious factor in industrial relations.

"There is a general belief in Europe that industrial relations is a conflict situation," Mr. Kaplansky said. As one practitioner told him: "You may find a Sea of Tranquillity on the moon, but you'll never find one in industrial relations on earth."

Report on the UIC advisory committee

The operations of the Unemployment Insurance Fund during the fiscal year 1969-70 resulted in a surplus of about $76 million, says the report of the Unemployment Insurance Advisory Committee for the year ending March 31, 1970. This left a balance in the Fund on March 31 of $458 million, compared with a balance of $382 million on April 1, 1969. The net revenue in 1969-70 from contributions, penalties and interest on investments was $618 million. Total benefits paid during the year were $542 million.

The higher revenue from contributions during the past year reflects two factors. One is the increase in the number of workers covered by unemployment insurance, because of the growth of the labour force and the substantial increase made to the insured segment in June 1968, when the insurable earnings ceiling for salaried employees was raised to its present level of $7,800 a year. **It is estimated that between 75 and 80 per cent of all wage and salary earners are now covered.** The second factor was the effect of adding additional contribution classes in the middle of 1968 at the upper end of the earnings scale. This became fully effective during 1969-70. The higher aggregate benefit payments in 1969-70 can also be attributed, in large part, to the higher rates of weekly benefit established in 1968 for unemployed persons in the new higher contributory ranges. These rates came into effect by degrees on claims that began after the middle of 1968.

As a consequence of this new benefit rate structure, t concentration of claimants in the top benefit class h been considerably diminished. Of all claims establish in the first six months of 1968, 53 per cent were in old top class. This concentration indicated that maximum benefit rate then provided by the Act h not kept pace with the rising level of average earnin In 1969, only 24 per cent of all claims established w qualified to receive benefit at the new top rate, show that the new rate structure adopted in 1968 was m equitably related to current rates of earnings.

The forecast made by the Actuary a year ago as to probable experience of the Fund during 1969-70, e mated a likely surplus of about $125 million. T estimate was subject to several assumptions concern the rate of unemployment during the rest of the fis year and other matters. Some of the assumptions w not realized: in particular, unemployment worsen and the actual surplus was slightly under $76 million

In the current fiscal year, ending March 31, 1971, it estimated that the Fund will decline and that the 1970 operations will probably show a deficit. The amoun the deficit will depend largely on what rate of unempl ment is experienced during the year, and is, therefo difficult to forecast accurately; but the range is lik to be from $30 million to $130 million. The two lim have been obtained on the assumption of an unempl ment level—both for the entire fiscal year and for last fiscal quarter—of 5½ per cent and 6½ per ce subject in either case to a slight modification based

ctual results during April and May, 1970. This will ıbly not create any problem for the Fund in meet- s obligations during 1970-71, in view of the substan- alance of some $460 million in the Fund at the ning of the current fiscal year.

Committee has been provided with information and nations concerning the proposals for amending the nployment Insurance Act contained in the White , "Unemployment Insurance in the 70s," issued e Government on June 17, 1970. The Committee viewing the proposals, and intends to convey its e and recommendations to the Minister of Labour eparate report.

Committee has again urged the Government to d the Unemployment Insurance Act to give a longer val after the end of the fiscal year for the Committee to prepare its annual statutory report on the condition of the Fund. Section 89 of the Act requires that the Committee make this report not later than July 31. The Committee has found, on numerous occasions, that this requirement makes it impossible to give adequate study to the financial reports and operating statistics on which its report has to be based. There is a considerable delay after the end of the fiscal year at March 31 before all the year-end adjustments are made by the administrative branches, and some of these adjustments materially affect the financial and other statements that are then supplied to the Committee.

As a result, the information is not usually printed and made available to the Committee until late in July—and sometimes only a day or two before it meets to prepare its report. In these circumstances, the Committee claims, it cannot make a competent assessment of the information for the purpose of discharging its statutory function.

Statistics

	at end of March			
	1970	1969	1968	1967
	(in thousands of dollars)			
ce in fund	$ 458,142	$ 382,340	$ 302,652	$ 258,203
ıse in balance from previous year	75,802	79,688	44,449	116,720
ributions from employers and employees	491,783	433,130	347,458	343,853
ributions from the Government of Canada	98,357	86,626	69,491	68,771
ınt collected in penalties	164	171	188	172
st on investments	27,556	18,850	15,894	10,931
net revenue	617,860	538,777	433,031	423,727
ıary benefit payments	440,839	373,930	316,465	251,209
ınal benefit payments	101,219	85,159	72,117	55,798
benefit payments	542,059	459,089	388,582	307,007
s of revenue over expenditure	75,802	79,688	44,449	116,720
ng coverage				
ributions from employees and employers	1,478	1,338	1,284	1,387
ributions from Government of Canada	296	268	257	277
it payments	13,236	12,509	11,576	10,845
s of benefit payments over contributions	11,462	10,903	10,026	9,197
r statistics	(numbers)			
ber of initial claims for unemployment insurance received	1,451,000	1,380,000	1,389,000	1,213,000
age number of benefit weeks paid	14.7	14.8	13.2	12.6

Certification

The Canada Labour Relations Board met for three days during November. It granted seven applications for certification, rejected three, and ordered two representation votes. During the month, the Board received 10 applications for certification and one request for review of an earlier decision. It also granted one request for review.

Applications for certification granted

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Desgagnés Transport Inc., St-Joseph-de-la-Rive, Qué. (LG 1969, p. 683) (Reasons for judgment published as Supplement No. 1, 1971).

Le Syndicat des Journalistes de Montréal Inc. (CSN) on behalf of a unit of personnel employed at Radio Station CHEF, Granby, Qué., by La Voix de l'Est Limitée, Granby, Qué. (LG, Jan., p. 49).

Local 2499, United Brotherhood of Carpenters and Joiners of America, on behalf of a unit of carpenters and apprentices employed in the Yukon Territory by Yukon Construction Company Limited, Edmonton, Alta. (LG, Nov. 1970, p. 798).

International Union of Operating Engineers, Local 115, on behalf of a unit of heavy construction equipment operators and mechanics employed in the Yukon Territory by G & G Equipment Co. Ltd., Vancouver, B.C. (LG, Dec. 1970, p. 881).

Amalgamated Meat Cutters and Butcher Workmen
North America, Local P-319, on behalf of a unit
employees of United Grain Growers Limited, Winnipe
Man., employed in its Seed Department, Western R
gion, at Edmonton, Alta. (LG, Dec. 1970, p. 88
Certain of the employees affected had intervened.

International Association of Machinists and Aerospa
Workers on behalf of a unit of employees of Québeca
Inc., Dorval, Qué., employed in its Computing, A
counting, Administration and Maintenance Depa
ments (LG, Dec. 1970, p. 881). Certain of the emplo
ees affected had intervened.

J. Kearns Transport Ltd. Drivers Association on beha
of a unit of drivers employed by J. Kearns Transpo
Ltd., Regina, Sask. (LG, Dec. 1970, p. 881).

Applications for certification rejected

Truckers, Cartagemen, Construction and Building M
terial Employees, Local 362, International Brotherho
of Teamsters, Chauffeurs, Warehousemen and Helpe
of America, applicant, and Bekins Moving & Stora
Company (Alberta) Ltd., Calgary, Alta., responde
(LG, Dec. 1970, p. 880).

International Alliance of Theatrical Stage Employe
and Moving Picture Machine Operators of the Unit
States and Canada, applicant, and Radio Dartmou
Limited, Dartmouth, N.S., respondent (CFDR) (L
Jan., p. 49).

Amalgamated Meat Cutters and Butcher Workmen
North America, applicant, Tyler Transport Limit
Acton, Ont., respondent, and David Ernest Hall, int
vener (LG, Jan., p. 49).

Representation votes ordered

International Brotherhood of Electrical Workers, Lo
530, applicant, Huron Cable TV Limited, Sarnia, O
respondent, and D. Singleton, et al., interveners (L
Nov. 1970, p. 798) (Returning officer: K. Hulse).

ted Transportation Union, applicant, Ontario thland Railway, North Bay, Ont., respondent, and therhood of Locomotive Engineers, intervener (LG, . 1970, p. 881). Names of both unions will appear he ballot (Returning officer: H. A. Fisher).

lications for certification received

rnational Association of Machinists and Aerospace kers on behalf of a unit of contamination, and R.I.S. itor operators employed at Pinawa, Man., by mic Energy of Canada Limited, Ottawa, Ont. (In-igating Officer: A. E. Koppel).

rnational Union of Operating Engineers, Local 115, behalf of a unit of loaders employed on the "Island ester" by Island Tug and Barge Limited, Vancouver, . (Investigating Officer: A. A. Franklin).

ssociation des Employés de Provost Cartage, Inc., behalf of a unit of employees of Provost Cartage , Ville d'Anjou, Qué. (Investigating Officer: S. T. ne).

farers' International Union of Canada, on behalf of it of unlicensed personnel employed by La Com-nie de Navigation Desgagné Ltée., Montreal, Qué. estigating Officer: S. T. Payne).

rnational Association of Machinists and Aerospace kers on behalf of a unit of security guards and fire rds employed by Canadian Pacific Air Lines, Limit-Vancouver, B.C. (Investigating Officer: G. W. ers).

dicat des Journalistes de Montreal on behalf of a of employees of Radio-Drummond Limitée RD-AM & CHRD-FM), Drummondville, Qué. (In-igating Officer: R. G. Dorion).

nion des Employés de Service d'Edifices, Local 298, behalf of a unit of employees of Nation-Wide Interior ntenance Co. Ltd., Montreal, Qué. (Investigating cer: R. G. Dorion).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed in the Yukon Territory by Humphrey Construction Ltd., Whitehorse, Y.T. (Investigating Officer: G. W. Rogers).

Pinawa Fire Fighters Association, AECL, Local F-160, International Association of Fire Fighters, on behalf of a unit of fire fighters employed at Pinawa, Man., by Atomic Energy of Canada Limited, Ottawa, Ont. (Investigating Officer: A. E. Koppel).

Canadian Bus Drivers' Union on behalf of a unit of bus drivers employed by Trailways of Canada Limited, Thornhill, Ont. (carrying on business under the name of Travelways) (Investigating Officer: K. E. Hulse).

Requests for review under Sec. 61 (2) of the Act

The Board received a request from National Union of Operating Engineers of Canada, Local 14850, International Union of District 50, Allied and Technical Workers of the United States and Canada, seeking to have its current name substituted for its former name, the National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, in the certificate issued by the Board on April 19, 1964 (LG 1964, p. 395) certifying the said union as the bargaining agent of a unit of employees of Robin Hood Flour Mills Ltd. (now Robin Hood Multifoods Limited) Montreal, Qué.

The Board granted a request for review made by Syndicat du Transport Routier seeking amendment of the Board's Order of Certification issued on April 30, 1963, in respect of a unit of employees of Roberval Express Limitée, Chambord, Qué. The Board amended its Order of Certification by substituting the present name of the bargaining agent in place of its previous name of Le Syndicat national des employés de l'industrie du camionnage, Saguenay-Lac St-Jean, Inc. (LG, Jan., p. 50).

Conciliation

During November the Minister of Labour appointed conciliation officers to deal with the following disputes:

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

Radio Futura Ltée (CKVL-AM and CKVL-FM) Verdun, Qué., and Le Syndicat général de la radio (CSN) CKVL (Conciliation Officer: R. G. Dorion).

Davie Shipbuilding Limited, Levis, Qué., and Canadian Marine Officers Union (Conciliation Officer: S. T. Payne).

McNeil Transport Limited, Brockville, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (representing office workers) (Conciliation Officer: K. Hulse).

Eastern Telephones and Telegraph Company, Sydney Mines, N.S., and International Brotherhood of Electrical Workers, Local 2096 (Conciliation Officer: C. A. Ogden).

Stanrock Uranium Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: H. A. Fisher).

CP Air, Vancouver International Airport, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (representing clerical employees in accounting office, Vancouver) (Conciliation Officer: D. H. Cameron).

Boyd's Express Limited, Montréal, Qué., and Transpo Drivers, Warehousemen and Helpers Union, Local 1 (Conciliation Officer: R. G. Dorion).

General Aviation Services Ltd., Montréal Internation Airport, and Lodge 2300, International Association Machinists and Aerospace Workers (Conciliati Officer: S. T. Payne).

Settlements by conciliation officers

Eastern Provincial Airways (1963) Limited, Gand Nfld., and International Association of Machinists a Aerospace Workers, Lodge 1763 (representing cleric and office workers) (Conciliation Officer: W. J. Gillie (LG, Jan., p. 46).

General Aviation Services Ltd., Toronto Internation Airport, and District Lodge 717, International Assoc tion of Machinists and Aerospace Workers (Conciliati Officer: K. Hulse) (LG, Jan., p. 46).

The J. P. Porter Company Limited, Dartmouth, N (Marine Service Employees, Dartmouth Plant), and ternational Union of Marine & Shipbuilding Work of Canada, Local 13 (Conciliation Officer: C. A. Ogd (LG, Dec. 1970, p. 878).

Continental Explosives Ltd., Vancouver, B.C., and (nadian Brotherhood of Railway, Transport and Gene Workers (Conciliation Officer: D. H. Cameron) (L Nov. 1970, p. 794).

British Yukon Navigation Company Limited, V couver, B.C., and Canadian Merchant Service Gu (Conciliation Officer: D. H. Cameron) (LG, Sept. 19 p. 659).

Disputes settled by mediation

B.C. Towboat Owners' Association (representing cer member companies) and Canadian Brotherhood Railway, Transport and General Workers (media services provided by Industry Specialist D.S. Ty (LG, Sept. 1970, p. 660).

Towboat Owners' Association (representing certain ber companies) and Seafarers' International Union anada (mediation services provided by Industry alist, D. S. Tysoe) (LG, Nov. 1970, p. 795).

iliation boards fully constituted

Board of Conciliation and Investigation established ctober to deal with a dispute between Genaire) Limited, Malton, Ont., and District Lodge 717, national Association of Machinists and Aerospace ers (LG, Jan., p. 47) was fully constituted in mber with the appointment of R. G. Geddes, nto, as chairman. Mr. Geddes was appointed by Minister on the joint recommendation of the other members of the Board, company nominee Ian F. in, Port Credit, Ont., and union nominee W. G. n, Dundas, Ont.

Board of Conciliation and Investigation established ay to deal with a dispute between Canadian Broadng Corporation and Le Syndicat général du cinéma la télévision (CSN) (LG, Aug. 1970, p. 585) ully constituted in November with the appointment of. Raymond Lachapelle, Montreal, as chairman. Lachapelle was appointed by the Minister in the ce of a joint recommendation from the other two bers of the Board, company nominee Raymond n, Q.C., and union nominee Jacques Desmarais, of Montréal.

iliation board report received

h Yukon Navigation Company Limited, Van- r, B.C., and Canadian Brotherhood of Railway, sport and General Workers (LG, Dec. 1970, p. Full text appears in Supplement No. 9, 1970).

rt of settlement by conciliation board

rm Limited, Halifax, N.S., and International shoremen's Association, Local 269 (LG, Jan., p. 47).

Settlements reached after board procedure

Motor Transport Industrial Relations Bureau of Ontario Inc. (representing certain car hauling companies), and General Truck Drivers Union, Local 938; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, Dec. 1970, p. 878).

Hunt Transport Ltd., Burnaby, B.C., and General Truck Drivers and Helpers Union, Local 31 (LG, Jan., p. 48).

Northland Shipping (1962) Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (mediation assistance provided by D. S. Tysoe and D. H. Cameron) (LG, Jan., p. 48).

Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (mediation assistance provided by D. S. Tysoe and D. H. Cameron) (LG, Jan., p. 48).

Conciliation board not appointed

Charterways Co. Limited—Mississauga Transit System, Mississauga, Ont., and Amalgamated Transit Union, Division 107 (LG, Jan., p. 46).

Strike action

Charterways Co. Limited—Mississauga Transit System, Mississauga, Ont., and Amalgamated Transit Union, Division 107 (strike commenced November 30, 1970) (see above).

Strike terminated

McAllister Towing Ltd., Montréal, Qué., and Canadian Marine Officers Union (representing Captains and Engineers) (strike terminated November 12, 1970, with mediation assistance of C. E. Poirier and G. R. Doucet (LG, Jan., p. 48).

Part-time employment for older persons

It should be possible for any worker to work less than normal hours before reaching retirement age, and also to go on working part time after that age, according to a 1968 report sponsored by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development.

The report, prepared by Jean Hallaire, Inspector General of the National Economy, France, focuses on the importance of the need for part time employment for special groups. These groups include: women with family responsibilities; older workers; the physically, emotionally, and mentally handicapped; and students. This summary reviews those parts of the report that relate specifically to older or elderly workers.

The report points out that a system of part-time employment enables workers to adjust their daily or weekly working hours to suit their capacity and needs. Mr. Hallaire suggests that we should try to avoid setting an inexorable age limit after which everyone would be denied the right to work. Part-time work could then become a factor in social as well as economic progress. This is only possible, however, if, at all levels concerned, there is dialogue between public authorities, employers, and unions; the interests and ideals of each must be stated, respected and defended.

In a chapter on the place of part-time employment in the future, the author states that, although only an infinitesimal minority of elderly persons are affected, a policy for their employment should include part-time work. He proposes the planning of a chapter for a timetable of part-time employment for all sections of the population—men and women, young and old—who may prefer to work shorter hours.

According to the report, in two of the six countr visited—Denmark and the United Kingdom—the p portion of part-time to full-time jobs has greatly creased since 1951. In Denmark, at the time of t report, employers were hiring unskilled part-ti workers. The author thinks that the Selective Empl ment Tax in the United Kingdom will probably ha the effect of reducing the number of part-time jobs th in the services sector, had perhaps increased exagg atedly. He concluded that this payroll tax should e courage employers to improve productivity through n investments or better management methods.

The report suggests that **the almost certain expans of leisure services during the next few decades will p bably create a demand for part-time workers. The sk of elderly people could be utilized on a part-time ba in health resorts, rest homes, sports, cultural activit and tourism.** The author points out that such parti pation of the elderly in leisure life is of social, politi and economic value.

Part-time employment is described as having the sa characteristics as full-time employment, although part-time employee is slightly more costly to the f than one working full-time. Also, part-time employm does not allow for a "factor of flexibility" as does cas labour that can be hired and dismissed to suit prod tion requirements.

In branches of the service sector, however, where th is constant expansion, such as in the retail trade, p time employment might provide a factor of flexib where shorter hours meet a specific need. If part-t employment is not always beneficial to the natio economy at the company level, it does contribute growth whenever it attracts previously inactive pop tion groups into the labour market.

According to Hallaire, before promoting part-time ployment, the primary effort should be to ensure employment of full-time workers by encouraging facilitating their mobility and resettlement and by v tional training. The concept of full employment ca be universal in any country, however; it must be so in each branch of activity and in each trade skill. laire proposes that whether or not to advocate a cations for part-time work should be decided by graphical region and by sector of activity, when manpower availabilities are exhausted.

Part-Time Employment—Its Extent and its Prob (Paris 1968) (No. 6). Organization for Economic operation and Development (OECD), Inform Canada, Ottawa ($2.80).

ecisions of the umpire

2945. The claimant filed an application for benefit g that he was last employed as a lather for a ring company. He had had to leave his job because uld not find suitable living quarters in the city he worked. He had been living in a camper that nvolved in an accident and wrecked. As a conse- e, he had to return to where his wife and children almost 150 miles from his workplace. He indicat- t, since 1955, he had been either the owner or of a 13-acre fruit farm but, did not consider g his main means of livelihood. **His employer ed that the claimant had left his $5.05-an-hour thout giving a reason; hence the claimant had been d by the insurance officer that he was disqualified receiving benefit because he had left employment t just cause.**

appeal to the board of referees, the claimant ained of the high cost of living in the city where rked, and he stated that he had gone home, ex- g to find work there, and had filed an application nefit as a last resort. The board came to the sion that the decision of the insurance officer was and it unanimously dismissed his appeal. **The nt's union then appealed to the Umpire on the ls that, owing to the high cost of living, the claim- s unable to send enough money home to justify tion from his wife and children.**

Since his return home, he had not only applied for work at four offices of the Canada Manpower Centre but had written also to five contractors operating in the area, thereby indicating his desire to find employment. The union expressed the view that the disqualification should be reduced to a period of one week.

The Commission's Chief of Entitlement Determination observed that it had not been established that the claimant had attempted to assure himself of reasonable prospects of work in his home area before giving up his employment, that he had been within commuting distance of his home at a cost of $10 for the return trip, and that separation from his family had not been unduly prolonged. Furthermore, the claimant's wage rate of $5.05 an hour could be considered substantial, and the expenses he had listed did not warrant his giving up his job—especially when he was returning to a farming area where opportunities for employment were limited at that time of year. The Chief submitted that the decision of the board of referees be upheld.

The Umpire however, came to the conclusion that the extenuating circumstances that had prompted the claimant to leave his job and return home were sufficient to reduce the period of disqualification to four weeks, instead of the six weeks originally imposed by the insurance officer.

General topics

Wage schedules

During October, the Department of Labour prepared 472 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 379 contracts in these categories were awarded. In addition, 39 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in October for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	3	$ 85,356.58
Supply and Services	122	1,437,443.00

During October, the sum of $6,850.89 was collected from 16 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 163 workers concerned.

Unemployment insurance fur

During October 1970, 30,075 investigations were c pleted across Canada. Of these, 15,310 were on-prem investigations, and 2,505 were selective investigation verify the fulfilment of statutory conditions. The rem ing 592 formal investigations and 11,668 post-a investigations were in connection with claimants susp ed of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants mak false statements or misrepresentations numbered 3, Prosecutions were begun in 138 cases, 137 aga claimants and one against an employer. This does include employer prosecutions instituted by the Reve Branch.

Revenue received by the Unemployment Insura Fund in October totalled $50,730,508.23 compared v $53,992,336.93 in September and $53,232,057.62 in tober 1969. **Benefits paid in October tota $40,365,370.22 compared with $37,737,070.17 in S tember and $25,526,509.78 in October 1969.** The bala in the Fund on October 31, 1970 was $464,772,59 compared with $454,407,460.38 in September $496,569,798.56 at the end of October 1969.

Employment review

Total employment in October, at 7,993,000, was changed from the previous month. Compared with tober 1969, employment was 165,000 or 2.1 per higher. There was an increase of 21,000 in the nun of persons unemployed—from 398,000 in Septembe 419,000 in October—and a yearly increase of 105, The labour force (estimates not seasonally adjus increased by 28,000 to 8,412,000 in October and 270,000 or 3.3 per cent higher than a year ago.

The seasonally adjusted unemployment rate decline the first time this year from 6.9 per cent to 6.6 per (Seasonal adjustment is an analytical method use remove the effects of normal seasonal fluctuation the data.) The unadjusted rate of unemployme October was 5.0 per cent, compared with 4.7 per in September.

There was an increase of 34,000 in agricultural em ment between September and October. In the non- cultural sector, there were unusually large increas community, business and personal services, 45,000 finance, insurance and real estate, 15,000. The em

increase in trade, 26,000, was about average. There larger-than-usual decreases in employment in con- ion, 34,000, and in forestry, 10,000. Changes in industries in this sector were small.

ncrease of 22,000 in the employment of persons 14 to 24 between September and October was in ed contrast to the decreases, or only small increases, ded in this age group during the last few years. this increase, employment in this age group was 0 higher than a year ago. The labour force for roup rose by 96,000. Employment of men and en aged 25 years and over declined slightly, 15,000, een September and October. Among men, the de- e was smaller than the September-October reduc- in recent years. Among women in the same age , employment usually increases between these two hs.

mployment situation was stronger in October after dsummer decline. The seasonally adjusted level of oyment rose for the second month in succession. increases were particularly noticeable in Ontario, here were gains in the Prairie and Atlantic regions. seasonally adjusted level of employment in British mbia dropped to the August level, reversing the recorded in September.

nployment

e was an increase of 21,000 in total unemployment een September and October. Among persons aged 24 years, there was little change between these nonths. The increase in unemployment among men 25 and over was less than usual, and among women s age group, it was higher. Compared with October there were 51,000 more unemployed persons aged 24, and 54,000 more aged 25 years and over.

explanation for the smaller-than-usual rise in na- l unemployment between September and October n small reductions in Ontario and the Atlantic n, and a slightly smaller-than-usual percentage in- e in Québec.

The national seasonally adjusted rate of unemployment declined from 6.9 per cent in September to 6.6 per cent in October, the first monthly reduction in 1970. Consistent with the changes in the unadjusted data, the seasonally adjusted rates of unemployment for persons aged 14 to 24, and men aged 25 years and over, declined in October; the rate for women aged 25 years and over increased. The seasonally adjusted rates of unemployment declined in Ontario and in the Atlantic region. There was no change in Québec and British Columbia. The Prairie region was the only area to show an increase.

U.S. employment review

Unemployment in October was 4,300,000, unchanged from September. The seasonally adjusted rate of unemployment was 5.6 per cent compared with 5.5 per cent in the previous month. The civilian labour force was 83,175,000. The actual rate of unemployment was 5.1 per cent compared with the same rate in September.

Jurisdictional dispute

Teamsters Union Local 91 versus Domtar Ltd., Trucking Division et al. 70 CLLC 16,022 (Ont. L.R.B.)

This was an application by the Union to be certified as bargaining agent for a unit of truck drivers and helpers of the company, employed at or working out of Cornwall, Ont.

The company took the position that the unit proposed by the applicant was inappropriate. It said that the employees at Cornwall came under the direction and administration of the company's terminal in Dorval, Qué. All other operations of the company were administered from the company's terminal at Mississauga, Ont. The company argued that there should be only two appropriate bargaining units—one at Dorval and the other at Mississauga.

On the evidence, the Ontario Labour Relations Board found that the company employed five truck drivers who were located at Cornwall and who reported to work at the premises of Domtar Fine Papers Ltd. in that city. They performed the trucking functions of Domtar, taking regular loads from Cornwall to Ottawa, Montreal

and other points, usually returning to the Cornwall location each night. The employees stationed at Cornwall came under the jurisdiction, supervision and administration of the company's Dorval terminal. **There was no evidence of any regular interchange between the employees stationed at Cornwall and employees stationed at any other location where the company employed truck drivers.**

The Board held that, although the company's operations at Cornwall were administered from the Dorval terminal, the company's employees stationed at Cornwall shared a functional coherence and interdependence that distingusihed them from employees at other locations. **The Board accordingly found that the employees at Cornwall constituted an appropriate unit, and certified the applicant union.**

The company had argued also that the employees were covered by an accreditation issued by the Québec Department of Labour, naming another union as the bargaining agent for these and other employees at Dorval. The Board held that this accreditation covered only employees falling within the provincial jurisdiction of the Québec Department of Labour and, therefore, did not cover employees of the company stationed at Cornwall.

February credits

Part-time employment for older workers, p. 124, originates with the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Jurisdictional dispute, p. 127, originates with the Legislation Branch of the Canada Department of Labour.

Labour legislation, p. 98, was prepared by the Legislation Branch of the Department of Labour.

Employment fatalities, p. 111, are prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review involve persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For indu tries not covered by workmen's compensation legisl tion, newspaper reports are the Department's on source of information. It is possible, therefore, that t coverage of such industries as agriculture, fishing an trapping, and certain of the service groups, is not complete as it is in industries covered by workmen compensation legislation. Similarly, a small number traffic accidents, which are in fact industrial, may omitted from the department's records because of la of information in press reports. The number of fatalit that occurred during the period under review is usua greater than the article and tables indicate. Fatalit that were not reported in time for inclusion, howev are recorded in supplementary lists, and statistics revised accordingly in the next annual and quarte reviews.)

Unemployment insurance report, p. 115, originates wi the Unemployment Insurance and Manpower Secti of the Dominion Bureau of Statistics. A claimant's employment register is placed in the active file at t local office as soon as the claim is made. As a resu the count of claimants at any given time inevitab includes some whose claims are in process. "Claiman should not be interpreted either as "total number beneficiaries" or "total registered clients."

Certification before the CLRB, p. 120, is prepared the Employee Representation Branch of the Departme of Labour, and covers proceedings under the Industr Relations and Disputes Investigation Act involving t functions of the Canada Labour Relations Board. which the Employee Representation Branch of the D partment is the administrative agency.

Conciliation before the Minister of Labour, p. 122, ori nates with the Conciliation and Arbitration Branch the Department of Labour, and covers proceedin under the Industrial Relations and Disputes Investig tion Act involving the administrative services of t Minister of Labour and the Conciliation and Arbitrati Branch of the Department.

Photos. NFB: Cover, p. 81, 86, 88, 99, 101, 102, 1 106, 109, 110, 129. Public Archives of Canada: p. Creative Professional Photographers Ltd., Saskatoon. 96. Thomas Studio, Ottawa: p. 117.

ilway
bitration

n cases were dealt with by the Canadian Railway of Arbitration on October 14 and 15, 1970. Griev- were dismissed in 10 cases.

No. 238. Dispute between Algoma Central Railway e United Transportation Union over the cancelling rd foreman's shift on a statutory holiday.

d foreman's shift was cancelled on a statutory y. He worked only four days in that week, al- n he was available for work on five, and he would worked on the holiday had his shift not been led. The collective agreement states that a regu- assigned yardman on a permanent assignment be paid for not less than five days in any one The company maintained that the yardman was titled to the payment claimed, because the work- n question was adjusted to four days, and because s not entitled to pay for the holiday as such. The nent provides for general holidays, and it entitles yees to be paid for them. The day in question general holiday.

The arbitrator stated that the claimant was not entitled to holiday pay, but was entitled to work on the holiday. Cancellation of one day's shift did not change the assignment to a permanent four-day assignment, and the claimant's assignment was for five days a week. He was therefore entitled to pay for that assignment, even though he was not entitled to a holiday. The arbitrator allowed the grievance.

Case No. 239. Dispute between Algoma Central Railway and the United Transportation Union over a claim for miles by a trainman.

A trainman was listed on the spareboard. A passenger train arrived at the station, and the conductor of this train was removed from service before the train proceeded to another station. The trainman in question claimed miles from the first railway station to the second and back. The company denied the claim. The collective agreement states that, when a conductor is removed, a spareboard employee is entitled to be called to meet the manning provisions of the agreement. When the

conductor was removed from the train in question, an attempt was made to find a replacement, and the man first out on the spareboard was called. In this case, the company was not under an obligation to call anyone in particular. The grievor did not lose any of the work to which he would normally have been entitled, and the collective agreement did not require the company to look for employees on some other spareboard than that covering the assignment. The grievance was therefore dismissed.

Case No. 240. Dispute between Algoma Central Railway and the United Transportation Union over eight hours pay for terminal switching.

A road switcher crew at a railway junction claimed eight hours pay for terminal switching, but the claim was denied by the company. At the time in question, the company had decided to repair the entire truck of a certain locomotive. This operation required that supplies, equipment and personnel be brought to this station from another. This was done. Three tracks had to be occupied in order to make repairs to the engine. When the repairs were completed, the hoist and work cars were collected from the several shop tracks on which they were standing and returned to the shop track to which they had originally been delivered by a freight crew. It is wrong, the arbitrator said, for employees—other than a crew entitled to do so under the collective agreement—to perform the switching necessary in the marshalling of trains; but movement made on the shop tracks in connection with repair work does not come within that category. The grievance was therefore dismissed.

Case No. 241. Dispute between the CPR and the Brotherhood of Maintenance of Way Employees over the interpretation of a clause in the collective agreement.

The union contended that the clause in question applied to line sections as well as yard sections. The company contended that it applied only to yard sections. The arbitrator found that the agreement dealt only with the classification of yard sections present at the time, and although some of these could become line sections as a result of reclassification, the line sections then in existence were not subject to the agreement. The grievance was dismissed.

Case No. 242. Dispute between the Northern Alberta Railway Company and the Brotherhood of Maintenance of Way Employees over a bench carpenter's retroactive pay.

The union claimed that a carpenter was entitled t adjustment in pay of 60 cents an hour for each that he was assigned to perform bench carpentry during a six-month period, and to an additional 64 an hour for each hour that he was assigned to per bench carpentry work during the seven months an days that followed. The union maintained that a penter who has more than four years experience i trade is entitled to the maximum bench carpenter when so employed. The company's position was only time worked as a bench carpenter can be to qualify a carpenter for the maximum bench car ter's rate.

The essence of the matter, said the arbitrator, whether the grievor's experience as a carpenter required to be considered in establishing his rate bench carpenter. The classifications of carpenter bench carpenter are distinct in the collective agreem and the grievor's experience was mainly as a carpe he was not a fully experienced bench carpenter w he moved to that classification, and was therefore entitled to a higher place on the schedule as a b carpenter. The grievance was dismissed.

Case No. 243. Dispute between the CPR and the B erhood of Railway, Airline and Steamship Clerks, Fr Handlers, Express and Station Employees over a c for one hour's pay at the pro rata rate for a s warehouseman who did not receive eight hours wor a particular day.

On the day in question, a foreman operated a for truck for an hour. The union contended that an a of the collective agreement was violated. The a states that, where work is required to be performed is not part of any assignment, it may be performe an available extra or an unassigned employee would otherwise not have 40 hours of work that w in all other cases, the work shall be performed by regular employee.

The arbitrator noted that the article did not am to a prohibition against the performance of wor persons other than members of the bargaining whether by supervisors or employees of a subcontra He said that, if the parties had meant to inclu provision forbidding the performance of "barga unit" work by supervisors, they would have don in clear terms. The article in question did not have effect. The grievance was dismissed.

Case No. 244. An ex parte dispute between the and the Canadian Brotherhood of Railway, Tran

General Workers over the application of a local ment regarding vacation dates.

al agreement on vacation dates lasted for several but one year the company decided on another n, without obtaining the agreement of the local nan. The union protested, and insisted that vaca- be allocated as in previous years. The company sed the grievance, saying that the collective agree- had not been violated. The company said also ne dispute was not arbitrable, but the arbitrator eed.

greement states that employees will be advised bruary of dates alloted for their vacations, and otherwise mutually agreed, employees "must take vacation at the time alloted." The arbitrator found here had been a mutual agreement for several but that, in the year in question, there was no ment between the company and the union. This that the company could rely on the words of greement in allotting holidays. The arbitrator ore dismissed the grievance.

No. 245. An ex parte dispute between the CNR ne Canadian Brotherhood of Railway, Transport General Workers over the application of a local ment allowing a general clerk-weighman to work necessary on his assigned rest days at the applica- ertime rate of pay.

ant position on two rest days was filled by an yee other than the grievor. The union claimed he company had violated the provisions of the collective agreement, and that the grievor should id at the applicable overtime rate of pay. The ny contended that the grievor was not entitled called for this work.

ollective agreement states that where work that part of any assignment is required to be per- d, it may be performed by an available unassigned yee who would otherwise not have 40 hours of hat week; in all other cases, the job must be done regular employee. Work on the job in question erformed seven days a week, and there was an yee who performed it on Saturdays and Sundays t of his regular assignment. The article of the ive agreement could not be applied in these cir- ances, said the arbitrator, and the fact that the ny allowed the grievor certain overtime work in assification did not constitute a "local arrange- of the sort referred to in another article of the ment. The grievance was therefore dismissed.

Case No. 246. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the assigning of a particular job to non-organized employees.

The union claimed that the company had violated an article of the collective agreement when it removed the work of compiling payrolls for supervisory personnel from employees covered by the agreement and assigned it to non-organized employees. The union contended that the preparation of time documents for all employees was clerical work that should be performed by an employee in the bargaining unit. The company denied this claim.

The arbitrator pointed out that inclusion in or exclusion from the bargaining unit is a different question from that of assigning particular work to any person. The collective agreement describes the classes of employees that are included in the bargaining unit, but it does not contain restrictions related to the assignment of work. The grievance was therefore dismissed.

Case No. 247. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the number of hours that a car control clerk should have worked.

A car control clerk was required to work on Good Friday. He worked for four hours and was then released from duty. He was paid for the work performed, but the union contended that he should have been permitted to work an eight-hour shift and should have been paid accordingly. The company denied the claim. The collective agreement states that regularly assigned employees who report for duty on their regular assignments shall be paid for eight hours work at their regular rate. Employees who are permitted to leave work at their own request shall be paid at the hourly rate for actual time worked, except as may be otherwise arranged locally.

The grievor was a regularly assigned employee; and in the normal course of events, he would have been entitled to eight hours on any day on which he reported on his regular assignment. The Friday in question was a general holiday under the collective agreement, and the grievor was entitled to a holiday with pay. This would not of itself have displaced the general obligation of the company to pay for eight hours for his attendance that day.

The company, however, relied on another article of the agreement—one that states that an employee who is required to work on a general holiday shall, at the option of the company, be paid for work performed by him on the holiday with a minimum of four hours at the pro rata rate for which the equivalent hours of service may be required. The article stipulates also that employees called for a specific purpose shall not be required to perform routine work to make up such minimum time and, in addition, shall be given a holiday with pay on the first calendar day on which the employee is not entitled to wages following the holiday; pay for such holiday shall be for eight hours at the straight-time rate of the position worked on the holiday. Under the article, the grievor is entitled to a minimum of four hours work at straight time, and to a holiday with pay on another day.

The general provision of eight hours pay for employees reporting on their regular assignments does not apply in this case, the arbitrator said. The grievor was not given the paid holiday, but the arbitrator pointed out that this was not the issue before him. He said that the article cited by the company applies to the case, and he dismissed the grievance.

Case No. 248. Dispute between the CPR and the United Transportation Union over failure to agree on a reduced passenger train crew by elimination of the head-end brakeman on two passenger trains on seven assigned runs.

The Union, as required by the collective agreement, identified eight specific circumstances common to each of the seven assigned runs where, in their opinion, adequate safety could not be maintained with a reduced crew, or an undue burden would be placed on the members of the reduced crew.

In the light of survey reports, the arbitrator considered each of the circumstances referred to by the union. He found that the seating and ticketing function, a matter not related to safety, could be handled by the conductor without assistance, and that this would not constitute an undue burden on him. In the matter of train patrols and running inspections, the arbitrator found that there were a number of persons with some responsibility in this respect, and he concluded that elimination of the head-end trainman would not affect the safe operation of the train and would place only a slightly greater responsibility on the others, but not an undue burden.

The third matter related to the conduct of the intermediate terminal air brake test. Knowing that the test has been made is the responsibility of the engineman and conductor. Survey reports indicated that the test c be conducted within a moment or two. The task of front-end brakeman is merely to give a signal to a the brakes, a duty that could be performed by member of the crew (except the rear-end brakem and in particular by the baggageman.

The arbitrator found that elimination of the head- trainman would not make any decisive difference in nection with the opening and closing of vestibule do or to the protection and assistance of entraining detraining passengers where a train is being moved its vestibule doors open.

The assistance of passengers entraining and detrain is among the duties of the sleeping-car and day-co porters. Regarding assistance to the conductor in checking and handling of passenger tickets, it was fo that this matter was not related to safety and that re ively little time was devoted to it. The crew could reduced in this case.

The sixth matter related to assistance in the contro inebriated or otherwise impaired passengers. It did appear that there would by any effect on safety, or significant effect on the duties of others, by the elim tion of the front-end trainman's duties in this resp As to the performance of incidental functions rela to tunnel approaches, the use of retainers on cer grades, communication with the train dispatcher, m ual operation of siding switchers, and certain funct related to train equipment, the arbitrator found these fairly simple operations took up a very sm portion of the on-duty time recorded in the su reports. Furthermore, a crew reduction would significantly affect the observance of operating rules special instructions. The arbitrator concluded from the material before him that, in the conditions u which these trains were operated, and with the eq ment and techniques used, the duties and responsibil of the head-end trainman were very limited.

Only where a conductor could not carry out his duties without assistance, because of an increase in number of passengers and passenger cars, would ano crew member be necessary to avoid placing an un burden upon him. Such circumstances did not during the survey period, the arbitrator said. He th fore concluded that the front-end trainman could eliminated without affecting the maintenance of quate safety, and without placing an undue burden the members of the reduced crew.

lustrial Relations and sputes Investigation Act

dustrial Relation and Disputes Investigation Act nto force on September 1, 1948. It revoked the ne Labour Relations Regulation's, P.C. 1003, became effective in March, 1944, and repealed dustrial Disputes Investigation Act, which had n force from 1907 until superseded by the War- Regulations in 1944. Decisions, orders and ates given under the Wartime Regulations by the er of Labour and the Wartime Labour Relations are continued in force and effect by the Act.

ct applies to industries within federal jurisdiction, avigation, shipping, interprovincial railways, telegraphs, interprovincial and international hip lines and ferries, aerodromes and air trans- on, radio broadcasting stations, and works de- by Parliament to be for the general advantage ada or two or more of its provinces. Additionally, t provides that provincial authorities, if they so may enact similar legislation for application to ries within provincial jurisdiction and make mu- satisfactory arrangements with the federal Gov- nt for the administration of such legislation.

inister of Labour is charged with the administra- the Act and is directly responsible for the ap- ent of conciliation officers, conciliation boards, dustrial Inquiry Commissions concerning com- that the Act has been violated or that a party iled to bargain collectively, and for controlling tions for consent to prosecute.

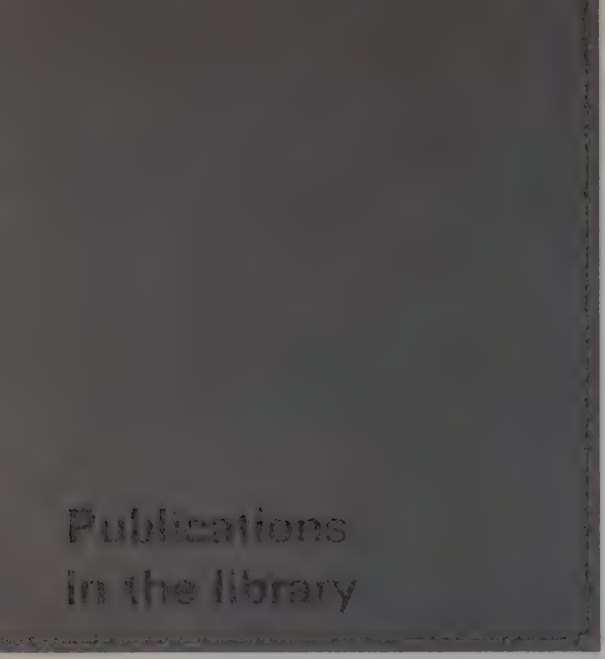
anada Labour Relations Board is established the Act as successor to the Wartime Labour ons Board to administer provisions concerning: rtification of bargaining agents; the writing of ons—for incorporation into collective agree- —that fix a procedure for the final settlement of es concerning the meaning or violation of such ents; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: Certification and Other Proceedings Before the Canada Labour Relations Board; and Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwest Ontario; officers resident in Toronto confined their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Halifax and St. John's represent the Department in the Atlantic Provinces. In addition, there are Industry Specialists, located at Vancouver, Toronto, Ottawa and Montreal, whose main function is to maintain a continuing relationship with labour and management within specified industries to prevent serious disputes from arising, and to mediate such disputes when they do occur.

The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.



List No. 263

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our Statistics

l Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
CIVILIAN LABOUR FORCE*				
Week ended October 17, 1970		8,412	+ 0.3	+ 3.3
ployed		7,993	+ 0.1	+ 2.1
Agriculture		524	− 6.1	− 4.4
Non-agriculture		7,469	+ 0.6	+ 2.6
Paid workers		6,938	+ 0.6	+ 2.7
At work 35 hours or more		3,847	− 40.3	+ 0.1
At work less than 35 hours		3,823	+216.2	+ 4.8
Employed but not at work		323	− 2.1	− 3.9
employed		419	+ 5.3	+33.4
Atlantic		34	− 2.9	
Québec		159	+ 8.2	+17.8
Ontario		108	− 5.3	+47.9
Prairie		49	+ 11.4	+53.1
British Columbia		69	+ 19.0	+72.5
thout work and seeking work		391	+ 2.6	+31.2
temporary layoff up to 30 days		27	+ 58.8	+68.8
TRIAL EMPLOYMENT (1961 = 100)†	September	128.6	− 1.4	− 1.3
nufacturing employment (1961 = 100)†	September	122.4	− 3.1	− 3.6
GRATION	1st 6 mos. 1970	70,835	—	− 0.4
stined to the labour force	1st 6 mos. 1970	37,917	—	− 0.1
ES AND LOCKOUTS				
ikes and lockouts	November	72	− 6.5	−20.0
. of workers involved	November	39,678	− 10.0	−19.7
ration in man days	November	724,190	− 7.2	+80.1
NGS AND INCOME				
erage weekly wages and salaries (ind. comp.)†	September	128.78	+ 0.5	+ 6.9
erage hourly earnings (mfg.)†	September	3.06	+ 1.3	+ 8.5
erage weekly hours paid †	September	39.6	− 0.8	− 2.7
erage weekly wages (mfg.)†	September	120.93	+ 0.3	+ 5.3
nsumer price index (1961 = 100)	October	130.3	+ 0.1	+ 2.8
lex numbers of weekly wages in 1961 dollars (1961 = 100)‡	August	124.4	+ 2.4	+ 2.2
tal labour income (Millions of dollars)†	September	4,021.2	—	+ 6.9
TRIAL PRODUCTION†				
tal (average 1961 = 100)	October	168.6	− 0.2	+ 0.7
Manufacturing	October	162.3	− 0.4	− 3.1
Durables	October	172.1	− 2.3	− 7.2
Non-durables	October	154.4	+ 1.6	+ 0.9
RESIDENTIAL CONSTRUCTION**				
rts	October	23,161	+ 58.3	+52.0
mpletions	October	12,131	− 8.0	−22.7
der construction	October	111,373	+ 10.3	− 6.5

nates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of cs, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
nce data.
minary.
es of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended October 17, 1970

	Canada	Atlantic	Québec	Ontario	Prairies
			(in thousands)		
THE LABOUR FORCE	8,412	668	2,335	3,137	1,399
Men	5,679	457	1,603	2,084	944
Women	2,733	211	732	1,053	455
14-19 years	820	68	224	273	172
20-24 years	1,269	135	391	422	204
25-44 years	3,607	248	1,028	1,389	552
45-64 years	2,501	201	638	970	429
65 years and over	216	16	55	83	42
EMPLOYED	7,993	634	2,176	3,029	1,350
Men	5,386	430	1,491	2,015	910
Women	2,607	204	685	1,014	440
Agriculture	524	30	93	147	235
Non-agriculture	7,469	604	2,083	2,882	1,115
Paid Workers	6,938	554	1,919	2,714	1,036
Men	4,556	369	1,301	1,764	650
Women	2,382	184	618	950	385
UNEMPLOYED	419	34	159	108	49
Men	293	27	112	69	34
Women	126	*	47	39	15
PERSONS NOT IN LABOUR FORCE	6,176	721	1,976	2,310	1,031
Men	1,817	231	523	604	279
Women	4,899	490	1,453	1,706	752

*Less than 10,000. Source: Labour Force Survey, DBS.

le A-2—Age, Sex and Marital Status, Week Ended October 17, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
			(in thousands)				
ULATION 14 YEARS OF AGE AND OVER*	15,128	2,506	4,273	1,218	4,387	1,162	1,582
OUR FORCE	8,412	820	4,081	974	1,535	786	216
Employed	7,993	724	3,941	881	1,492	748	208
Unemployed	419	96	141	94	43	38	**
IN LABOUR FORCE	6,716	1,686	192	244	2,852	376	1,367
TICIPATION RATE†							
970 October 17	55.6	32.7	95.5	80.0	35.0	67.6	13.7
September 19	55.5	31.5	95.7	80.0	35.0	68.0	13.7
MPLOYMENT RATE‡							
970 October 17	5.0	11.7	3.5	9.7	2.8	4.8	**
September 19	4.7	12.4	3.2	9.3	2.5	4.2	**

ludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
labour force as a percentage of the population of 14 years of age and over.
unemployed as a percentage of the labour force.
ss than 10,000 unemployed.
e: Labour Force Survey, DBS.

le A-3—Unemployed, Week Ended October 17, 1970

	Oct. 1970	Sept. 1970	Oct. 1969
	(in thousands)		
AL UNEMPLOYED	419	398	314
On temporary layoff up to 30 days	27	17	16
Without work and seeking work	391	381	298
Seeking:			
Full-time work	363	358	275
Part-time work	29	23	23
Under 1 month	109	112	98
1-3 months	137	130	112
4-6 months	74	61	42
More than 6 months	72	78	46

e: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	To
			Monthly Totals						
			(millions of dollars)						
1965—Total	697	7,981	3,139	387	2,262	3,662	8,508	1,231	
1966—Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	
1967—Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	
1968—Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	
1969—Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	
1969—September	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	
October	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	
November	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	
December	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	
1970—January	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	
February	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	
March	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	
April	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	
May	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	
June	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	
July*	95.6	990.2	420.6	42.9	306.9	501.3	1,381.1	209.1	
August†	95.8	1,009.8	421.4	44.4	316.0	497.3	1,376.2	207.6	
September‡	94.4	1,004.2	422.0	43.7	324.7	504.4	1,379.5	203.2	
Seasonally Adjusted									
1965—Total	697	7,981	3,139	387	2,262	3,662	8,508	1,231	
1966—Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	
1967—Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	
1968—Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	
1969—Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	
1969—September	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	
October	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	
November	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	
December	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	
1970—January	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	
February	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	
March	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	
April	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	
May	92.7	983.1	406.1	35.3	253.0	493.7	1,345.8	200.1	
June	93.0	1,000.2	405.8	34.7	271.6	496.3	1,363.0	201.9	
July*	94.1	992.3	407.6	36.1	273.1	494.0	1,378.8	202.0	
August†	94.8	1,001.4	405.5	37.0	273.7	497.8	1,377.5	202.6	
September‡	95.1	984.1	410.7	35.8	282.2	504.2	1,380.7	202.8	

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figure remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates ar on the 1960 standard industrial classification.
Note: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

-Employment, Hours and Earnings

s C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at August 1970 yers in the principal non-agricultural industries reported a total employment of 3,867,353. Table C-3 gives estimates of total em- ent, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons om a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat r number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also ble, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

e C-1—Employment, Payrolls and Weekly Wages and Salaries

nd Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AGE						
965	114.3	116.3	91.01	117.2	116.2	94.78
966	120.7	123.1	96.34	123.5	122.8	100.16
967	122.6	131.4	102.83	123.1	130.6	106.54
968	122.7	140.4	109.88	122.1	140.3	114.42
969	126.9	150.3	117.63	125.2	150.7	122.93
969—August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
970—January	124.4	157.3	123.08	122.5	158.5	129.28
February	124.3	158.7	124.14	122.6	159.6	130.17
March	124.2	158.2	123.79	122.6	159.5	130.08
April	124.5	160.4	125.53	122.3	161.2	131.43
May	126.7	161.0	126.07	122.8	162.3	132.39
June	129.6	162.5	127.17	125.5	163.3	133.42
July*	128.6	162.3	127.02	122.1	161.7	131.83
August†	130.4	163.8	128.17	126.3	163.3	133.17

sed. † Preliminary.
ades: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, ce and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service)
: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	August 1970	July 1970	August 1969	August 1970	July 1970	A
	(1961 = 100)			$	$	
REGION AND PROVINCE						
Atlantic Region	125.0	124.8	128.6	105.76	107.05	
Newfoundland	133.6	132.0	133.1	118.33	117.56	
Prince Edward Island	151.0	147.6	154.6	84.59	85.33	
Nova Scotia	116.3	118.5	123.1	103.54	105.64	
New Brunswick	127.5	125.6	130.1	101.90	103.80	
Québec	122.7	120.4	125.1	123.32	122.17	
Ontario	134.3	131.8	132.0	133.54	132.22	
Prairie Region	130.1	130.1	132.1	123.95	122.84	
Manitoba	120.4	119.9	123.0	118.58	117.87	
Saskatchewan	118.1	118.5	123.7	115.75	114.63	
Alberta	143.1	143.6	143.2	130.53	129.12	
British Columbia	141.5	140.0	146.4	138.39	136.39	
CANADA	130.4	128.6	131.1	128.17	127.02	
URBAN AREAS						
St. John's	141.6	139.0	144.2	101.61	101.79	
Halifax	118.8	121.4	121.7	106.96	106.61	
Sydney	93.4	92.1	92.7	115.21	115.50	
Moncton	142.4	139.4	134.5	99.96	100.47	
Saint John	114.5	115.5	114.6	103.49	107.57	
Chicoutimi	117.8	117.3	118.0	142.18	151.64	
Montreal	122.6	120.2	125.7	127.65	126.03	
Québec	126.1	123.2	121.9	110.48	109.20	
Shawinigan	98.6	98.1	97.4	125.13	123.85	
Sherbrooke	110.8	111.4	120.3	108.28	108.84	
Trois-Rivières	114.2	112.3	117.7	115.52	115.16	
Ottawa-Hull	143.1	142.5	142.5	120.96	120.48	
Belleville	130.6	127.3	127.8	111.60	111.99	
Brampton	294.0	292.1	287.5	129.84	128.80	
Brantford	134.3	133.9	146.3	115.81	116.71	
Thunder Bay	128.1	126.7	128.3	127.66	126.67	
Guelph	143.1	141.5	144.4	122.57	119.61	
Hamilton	126.0	124.7	108.9	137.55	136.36	
Kingston	128.8	128.6	131.9	122.15	118.77	
Kitchener	153.1	148.9	158.7	118.72	117.23	
London	126.8	126.3	126.6	124.96	122.85	
Niagara Falls	130.4	126.1	128.7	114.48	115.37	
Oshawa	136.2	102.6	144.2	150.47	152.26	
Peterborough	139.5	139.2	142.5	131.71	130.65	
Sarnia	135.1	135.2	147.7	166.28	163.96	
Sault Ste. Marie	129.4	128.7	104.5	150.91	146.69	
Sudbury	135.7	134.5	64.1	158.31	154.75	
St. Catharines	143.5	140.4	145.3	146.28	146.25	
Timmins	75.2	76.8	74.4	117.26	115.21	
Toronto	135.5	133.6	136.1	135.52	134.46	
Welland	117.0	119.1	99.5	153.47	147.50	
Windsor	154.8	145.6	158.6	157.78	153.29	
Winnipeg	122.7	122.2	124.3	111.36	110.73	
Regina	122.7	121.1	127.6	112.17	112.11	
Saskatoon	137.7	137.4	146.8	109.84	109.67	
Calgary	149.3	150.8	154.1	129.94	128.40	
Edmonton	150.3	150.9	150.2	125.26	124.30	
Vancouver	142.6	140.5	147.2	134.10	132.81	
Victoria	130.1	130.3	138.0	115.86	115.95	

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

C-3—Estimates of Employees by Industry, Provinces and Canada

		Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
				Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
							(in thousands)						
da													
ugust	1970*	—	129.4	859.6	801.5	365.6	—	1,090.6	311.6	1,121.4	708.1	445.7	6,547.7
ly	1970*	63.1	129.3	858.0	793.9	352.1	661.2	1,085.3	306.9	1,133.2	696.4	454.1	6,532.9
ugust	1969†	81.6	117.5	911.4	821.3	438.9	691.3	1,074.7	303.4	1,080.3	743.6	443.7	6,716.7
OUNDLAND													
ly	1970*	2.8	6.0	12.8	2.0	9.2	15.0	18.8	2.3	21.2	9.4	9.5	109.0
ne	1970*	2.7	6.0	13.1	2.1	8.3	15.1	18.8	2.4	22.5	9.5	9.0	109.6
ly	1969†	3.1	4.2	12.7	2.0	9.6	14.0	18.4	2.2	22.0	9.8	10.3	108.3
CE EDWARD ND													
ly	1970*	0.1	—	2.7	0.4	1.9	3.3	4.5	0.6	5.5	2.4	3.0	24.4
ne	1970*	0.1	—	2.7	0.4	1.8	3.2	4.4	0.6	6.2	2.4	2.8	24.6
ly	1969†	0.1	—	2.4	0.3	1.9	2.5	4.4	0.6	6.2	2.3	2.3	23.0
A SCOTIA													
ly	1970*	3.3	5.6	19.1	14.9	17.0	21.7	36.2	7.5	45.7	19.0	23.5	213.6
ne	1970*	3.2	5.4	19.4	14.9	16.7	20.3	36.4	7.4	46.2	19.5	22.2	211.8
ly	1969†	2.6	5.8	19.8	15.0	16.1	22.9	32.1	7.1	39.5	17.4	21.7	200.1
NSWICK													
ly	1970*	7.3	2.8	20.1	10.4	11.8	22.5	27.0	4.7	32.0	13.3	13.6	165.3
ne	1970*	7.1	2.5	20.8	10.3	10.8	23.3	27.6	4.7	32.0	13.5	13.4	166.1
ly	1969†	8.0	2.5	20.5	14.4	10.9	20.9	25.3	4.6	30.3	11.6	13.0	162.0
BEC													
ly	1970*	26.4	27.3	325.3	192.7	84.2	181.4	270.4	86.9	283.5	191.5	112.4	1,782.0
ne	1970*	25.3	26.7	333.4	199.6	85.4	180.5	274.2	86.1	334.4	189.8	112.2	1,847.6
ly	1969†	27.2	25.3	325.6	199.7	92.9	187.5	255.3	84.3	311.0	185.0	95.1	1,788.9
ARIO													
ly	1970*	11.2	37.9	375.0	432.2	165.2	224.5	435.7	133.6	421.7	300.8	189.1	2,726.9
ne	1970*	11.2	37.8	376.7	453.7	164.2	224.3	441.9	133.1	441.0	303.3	185.3	2,772.4
ly	1969†	10.7	29.2	376.2	444.6	165.0	214.1	415.7	142.0	407.2	301.7	177.2	2,683.7
ITOBA													
ly	1970*	1.3	8.3	28.0	21.2	20.2	47.9	56.7	13.7	51.1	34.6	22.4	305.3
ne	1970*	1.2	8.1	29.0	21.7	17.8	46.0	57.3	13.9	53.8	34.4	21.8	305.0
ly	1969†	1.3	7.7	28.1	22.0	19.2	46.3	54.7	12.9	51.4	35.9	21.2	300.7
ATCHEWAN													
ly	1970*	1.1	6.0	10.7	5.5	12.1	25.9	37.6	8.0	49.5	20.0	21.1	197.4
ne	1970*	0.8	6.0	10.5	5.6	10.6	26.0	37.4	7.9	49.7	20.3	21.0	195.9
ly	1969†	0.4	5.2	10.6	5.7	14.5	27.9	39.7	8.5	47.3	21.9	21.4	203.1
RTA													
ly	1970*	2.3	24.8	28.5	26.9	42.4	54.8	87.5	20.1	97.5	63.5	37.6	486.0
ne	1970*	1.9	24.1	28.7	26.2	42.0	53.2	87.9	19.8	99.7	62.4	36.7	482.7
ly	1969†	2.2	23.3	28.2	27.5	46.7	56.8	85.1	19.0	91.7	63.4	34.4	478.4
ISH UMBIA													
ly	1970*	20.9	13.1	56.3	75.3	34.4	85.8	115.4	32.7	87.0	89.9	42.9	654.2
ne	1970*	18.3	12.6	55.0	77.2	31.4	84.9	116.4	32.4	104.8	89.7	42.3	665.0
ly	1969†	24.8	10.7	56.6	78.6	44.5	78.5	114.7	31.8	100.5	86.9	41.0	668.7

liminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations ivate households.

ludes health services (except hospitals); motion picture and recreational services; services to business management; personal services t domestic service) and miscellaneous services. ††Excludes non-civilian employees.

1960 Standard Industrial Classification.

e: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries	
	August 1970	July 1970	August 1969	August 1970	July 1970
	(1961 = 100)				
MINING, INCLUDING MILLING	120.0	121.2	103.5	162.52	160.74
Metals	110.2	111.4	87.0	163.55	160.48
Mineral fuels	110.8	113.1	101.2	178.20	175.93
Non-metals except fuels	146.6	148.2	138.6	138.86	139.09
Quarries and sand pits	116.0	115.7	120.1	143.58	135.15
Services incidental to mining	174.0	173.5	168.2	166.13	170.25
MANUFACTURING	126.3	122.1	127.9	133.17	131.83
Durable goods	135.6	129.8	136.4	144.44	141.94
Non-durable goods	118.8	115.9	121.0	122.74	122.66
Food and beverages	122.7	117.3	121.9	115.66	117.86
Foods	123.3	117.4	122.5	111.23	113.49
Beverages	118.7	116.8	118.1	144.70	145.56
Tobacco processing and products	90.1	80.5	87.2	146.26	143.49
Rubber products	113.4	110.9	129.0	135.54	136.43
Leather products	92.6	92.0	101.5	88.56	86.53
Textile products	114.8	112.5	120.2	111.57	109.12
Knitting mills	111.0	105.9	119.4	85.45	82.88
Clothing	110.6	104.5	112.3	82.35	77.98
Wood products	111.6	109.1	116.6	117.01	115.81
Furniture and fixtures	129.5	122.7	137.8	110.03	108.67
Paper and allied industries	119.8	120.6	125.8	151.16	150.90
Printing, publishing and allied industries	117.1	116.3	116.0	138.49	138.82
Primary metal industries	132.2	131.1	106.7	161.05	157.54
Metal fabricating industries	136.7	132.0	136.2	142.94	139.56
Machinery, except electrical	146.6	146.9	152.4	153.02	152.32
Transportation equipment	150.4	128.5	158.5	158.68	157.71
Electrical products	144.6	142.7	153.6	135.86	132.46
Non-metallic mineral products	118.0	117.4	125.4	143.38	142.12
Petroleum and coal products	109.8	111.2	105.4	193.08	191.63
Chemicals and chemical products	121.0	121.6	122.1	151.46	150.19
Miscellaneous manufacturing industries	154.7	149.9	153.3	113.68	111.64
CONSTRUCTION	126.5	122.6	136.3	174.13	167.61
Building	132.6	127.8	144.7	172.17	166.67
Engineering	116.2	113.7	121.8	177.96	169.42
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	115.9	115.4	117.2	142.64	142.99
Transportation	110.9	110.1	113.6	141.69	142.33
Storage	113.2	115.1	111.2	136.82	128.01
Communication	125.1	125.3	124.1	133.31	134.65
TRADE	136.1	137.0	134.9	102.38	102.55
Wholesale trade	133.2	133.0	130.6	127.18	127.12
Retail trade	137.8	139.2	137.3	89.23	89.67
FINANCE, INSURANCE AND REAL ESTATE	144.3	145.2	140.4	121.37	121.29
Financial institutions	149.2	148.9	145.6	118.31	118.16
Insurance and real estate	137.7	138.8	133.4	125.83	125.83
SERVICE	185.3	184.8	184.3	91.06	91.43
Recreational services	186.5	187.5	189.0	84.85	86.64
Business services	194.2	195.4	195.4	143.89	143.66
Personal services	169.2	167.7	166.3	67.84	67.82
Miscellaneous services	226.0	225.5	227.0	92.00	92.29
INDUSTRIAL COMPOSITE	130.4	128.6	131.1	128.17	127.02

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

ry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	August 1970	July 1970	August 1969	August 1970	July 1970	August 1969	August 1970	July 1970	August 1969
				$	$	$	$	$	$
NG, INCLUDING MILLING	40.6	40.6	41.2	3.67	3.65	3.24	149.21	148.12	133.49
etals	40.1	39.6	40.0	3.79	3.78	3.31	151.97	149.74	132.47
ineral fuels	42.9	43.0	42.2	3.56	3.52	2.97	152.62	151.40	125.37
on-metals, except fuels	39.2	40.6	41.2	3.30	3.23	3.09	129.55	130.86	127.21
uarries and sand pits	47.3	44.9	48.6	2.94	2.91	2.79	139.24	130.74	135.72
rvices incidental to mining	40.0	41.7	42.1	4.04	3.99	3.60	161.73	166.43	151.42
UFACTURING	39.9	39.3	40.1	3.02	3.00	2.78	120.62	118.06	111.37
urable goods	40.3	39.6	40.6	3.30	3.25	3.00	133.05	128.88	121.85
on-durable goods	39.5	39.0	39.7	2.75	2.77	2.56	108.74	107.97	101.51
od and beverages	39.6	40.0	39.3	2.62	2.66	2.40	103.92	106.15	94.37
Foods	39.5	39.9	39.2	2.53	2.57	2.31	99.96	102.35	90.60
Beverages	40.8	40.9	40.9	3.35	3.34	3.10	136.53	136.32	126.82
bacco processing and products	37.3	35.9	36.8	3.63	3.59	3.37	135.43	129.03	124.14
ubber products	40.6	40.1	40.6	3.09	3.13	2.86	125.55	125.79	116.24
ather products	39.0	38.2	39.2	2.04	2.03	1.90	79.55	77.64	74.64
extile products	40.3	39.3	41.0	2.41	2.39	2.24	97.18	93.77	91.55
Miscellaneous textiles	40.5	40.0	40.0	2.74	2.65	2.43	111.04	105.95	97.19
nitting mills	41.2	40.1	41.0	1.83	1.82	1.71	75.42	72.99	70.02
othing	36.8	35.0	37.7	2.02	1.97	1.90	74.30	69.00	71.57
ood products	38.5	38.0	39.6	2.84	2.83	2.68	109.22	107.64	105.94
rniture and fixtures	41.4	40.3	42.7	2.42	2.42	2.24	100.05	97.47	95.61
per and allied industries	40.8	40.5	40.7	3.45	3.46	3.32	140.64	140.43	134.82
Pulp and Paper mills	40.8	40.8	40.9	3.71	3.71	3.61	151.72	151.51	147.90
inting, publishing and allied industries	37.3	37.0	38.3	3.65	3.61	3.36	135.91	133.72	128.88
imary metal industries	40.6	40.4	39.1	3.72	3.63	3.36	151.07	146.60	131.29
Iron and steel mills	39.7	39.5	36.4	3.99	3.82	3.57	158.31	151.06	129.74
etal fabricating industries	40.9	39.8	40.7	3.31	3.26	3.01	135.29	129.97	122.38
achinery, except electrical	40.5	40.2	40.7	3.43	3.40	3.16	138.92	136.81	128.40
ansportation equipment	40.5	40.0	41.3	3.67	3.60	3.34	148.52	144.15	137.96
Aircraft and parts	39.0	38.6	40.8	3.53	3.52	3.38	137.64	135.57	137.73
Motor vehicles	41.0	40.0	41.4	3.87	3.79	3.46	158.97	151.62	143.08
Assembling	40.9	41.9	42.1	4.28	4.30	3.72	175.05	180.29	156.97
Parts and accessories	41.6	39.1	40.8	3.66	3.73	3.29	152.21	145.96	134.29
Shipbuilding and repairing	38.0	40.2	41.3	3.56	3.73	3.29	135.61	149.82	135.61
ectrical products	39.0	37.9	39.8	2.95	2.94	2.70	115.16	111.30	107.51
Communications equipment	38.7	37.3	39.7	2.82	2.84	2.62	109.10	105.64	103.82
on-metallic mineral products	42.2	41.9	42.8	3.22	3.20	3.00	136.06	134.01	128.34
troleum and coal products	41.8	42.2	42.8	4.23	4.22	3.75	176.75	178.39	160.48
emical and chemical products	40.9	40.8	40.3	3.29	3.23	2.99	134.38	131.69	120.42
iscellaneous manufacturing industries	40.3	38.7	40.1	2.40	2.42	2.23	96.80	93.45	89.56
TRUCTION	41.6	40.5	42.0	4.17	4.11	3.70	173.81	166.10	155.49
ilding	39.3	38.3	39.4	4.36	4.30	3.85	171.68	164.93	151.64
General contractors	39.9	38.3	39.9	4.13	4.06	3.76	164.70	155.24	149.79
Special trade contractors	39.0	38.4	39.0	4.54	4.48	3.92	176.82	171.98	153.13
ngineering	46.2	44.5	47.3	3.85	3.78	3.46	177.97	168.34	163.41
Highways, bridges and streets	47.6	46.2	49.2	3.27	3.18	3.00	155.81	147.09	147.78
Other engineering	44.5	42.6	45.2	4.55	4.51	3.98	202.74	192.25	179.96
R INDUSTRIES									
rban transit	41.8	42.0	42.5	3.77	3.73	3.51	157.66	156.74	149.37
ighway and bridge maintenance	37.6	37.1	39.1	2.62	2.68	2.48	98.61	99.34	96.84
aundries, cleaners and pressers	37.2	37.1	38.0	1.73	1.73	1.63	64.50	64.34	61.79
otels, restaurants and taverns	33.5	33.5	33.5	1.74	1.73	1.61	58.34	57.91	53.84

figures subject to revision.
: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers Average Weekl Wages (1961 = 100) Current Dollars	D
		$	$		
Average					
1965	41.0	2.12	86.94	116.8	
1966	40.8	2.25	91.65	123.1	
1967	40.3	2.40	96.84	130.1	
1968	40.3	2.58	104.00	139.7	
1969	40.0	2.79	111.72	150.1	
Last Pay Period in					
1969—August	40.1	2.78	111.37	149.6	
September	40.7	2.82	114.89	154.3	
October	40.4	2.84	114.87	154.3	
November	40.4	2.88	116.18	156.1	
December	37.2	2.92	108.68	146.0	
1970—January	39.8	2.92	116.30	156.2	
February	40.0	2.93	117.36	157.6	
March	39.5	2.96	117.14	157.3	
April	39.8	2.99	118.84	159.6	
May	40.0	2.99	119.69	160.8	
June	40.1	3.01	120.65	162.1	
July*	39.3	3.00	118.06	158.6	
August†	39.9	3.02	120.62	162.0	

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earning
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*	
	August 1970	July 1970	August 1969	August 1970	July 1970
				$	$
Newfoundland	38.6	40.8	42.7	2.46	2.34
Nova Scotia	39.3	39.8	40.3	2.44	2.45
New Brunswick	38.9	41.1	40.3	2.35	2.46
Québec	40.8	39.8	41.2	2.68	2.68
Ontario	40.1	39.4	39.8	3.22	3.19
Manitoba	39.3	39.0	39.8	2.75	2.76
Saskatchewan	39.5	39.2	40.0	3.18	3.16
Alberta	39.0	38.9	40.2	3.21	3.19
British Columbia	36.1	36.3	37.0	3.65	3.64

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if pai insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to rev
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Unemployment Insurance

loyment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact e Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment ce and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of a see Technical Note, page 149.

E-1—Estimates of the Insured Population r the Unemployment Insurance Act

	Total	Employed	Claimants
August	5,667,000	5,258,300	408,700
July	5,617,000	5,177,600	439,400
June	5,672,000	5,230,100	441,900
May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700

Table E-4—Benefit Payments, by Province, September 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	22,214	733,062
Prince Edward Island	3,477	103,354
Nova Scotia	39,335	1,266,160
New Brunswick	30,100	935,867
Québec	334,399	11,071,393
Ontario	397,856	13,710,267
Manitoba	40,301	1,315,663
Saskatchewan	27,099	884,621
Alberta	61,480	2,131,356
British Columbia	149,954	5,585,327
Total, Canada, September 1970	1,106,215	37,737,070
Total, Canada, August 1970	1,193,877	41,377,428
Total, Canada, September 1969	745,235	24,008,143

E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

ce	September 1970			September 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
da	120,972	84,422	36,550	90,350	64,314	26,036
ndland	2,312	1,700	612	2,455	1,648	807
Edward Island	281	213	68	272	206	66
cotia	3,544	2,408	1,136	2,830	2,051	779
runswick	3,296	2,358	938	2,709	1,972	737
	38,095	27,383	10,712	31,304	21,719	9,585
	42,324	29,671	12,653	31,833	23,154	8,679
ba	4,049	3,027	1,022	2,306	1,713	593
hewan	2,638	1,867	771	2,046	1,507	539
	7,086	4,969	2,117	3,361	2,521	840
Columbia	17,347	10,826	6,521	11,234	7,823	3,411

dition, revised claims received numbered 42,770.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at September 30, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	cla S
Canada	391,128	126,303	101,394	83,716	79,715	2
Male	233,745	83,820	60,337	46,763	42,825	1
Female	157,383	42,483	41,057	36,953	36,890	
NEWFOUNDLAND	7,617	2,409	2,403	1,730	1,075	
Male	5,511	1,819	1,708	1,267	717	
Female	2,106	590	695	463	358	
PRINCE EDWARD ISLAND	1,053	185	268	300	300	
Male	647	116	162	207	162	
Female	406	69	106	93	138	
NOVA SCOTIA	11,409	2,477	2,473	2,279	4,180	
Male	7,681	1,843	1,690	1,459	2,689	
Female	3,728	634	783	820	1,491	
NEW BRUNSWICK	10,155	2,025	1,857	2,372	3,901	
Male	6,576	1,381	1,249	1,513	2,433	
Female	3,579	644	608	859	1,468	
QUÉBEC	131,823	44,894	36,910	28,790	21,229	
Male	83,315	30,827	23,328	16,663	12,497	
Female	48,508	14,067	13,582	12,127	8,732	
ONTARIO	138,695	44,134	38,100	28,964	27,497	
Male	73,398	27,157	19,817	13,946	12,478	
Female	65,297	16,977	18,283	15,018	15,019	
MANITOBA	13,596	4,457	2,719	2,412	4,008	
Male	7,682	2,920	1,536	1,229	1,997	
Female	5,914	1,537	1,183	1,183	2,011	
SASKATCHEWAN	8,994	2,800	1,852	1,460	2,882	
Male	5,305	1,804	1,114	796	1,591	
Female	3,689	996	738	664	1,291	
ALBERTA	17,720	6,027	3,049	3,756	4,888	
Male	10,653	4,048	1,918	2,131	2,556	
Female	7,067	1,979	1,131	1,625	2,332	
BRITISH COLUMBIA	50,066	16,895	11,763	11,653	9,755	
Male	32,977	11,905	7,815	7,552	5,705	
Female	17,089	4,990	3,948	4,101	4,050	

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

chnical notes "E" tables

the Unemployment Insurance Act, contact be- the claimant and the Unemployment Insurance ission is achieved by means of a network of local . Tables E-2 to E-4 relate to local office operations, Table E-3 includes data on regional office pro- g.

separation from employment, a person wishing a claim for benefit applies either in person or il to the nearest local office of the Commission. laim will be either an "initial" or a "renewal" ding upon whether or not it is necessary to com- enefit rights. On an initial claim, the claimant's t entitlement is calculated, and this will be avail- or compensation of spells of proved unemploy- during a period of one year,* unless used up prior t time. When a claimant misses two successive led reporting dates and subsequently files a claim, wal claim will serve to re-activate the claim, pro- that there is still benefit available.

tal of initial and renewal claims (Table E-3) thus ximates the number of recorded separations from yment during a month. However, to the extent n initial claim is taken from a person who has xhausted benefit and seeks re-establishment of s, the total would constitute an overstatement of w cases of recorded unemployment.

ants are required to report every two weeks by o the local office. Information on the number of nts currently reporting to local offices is obtained ount of individual unemployment registers in the tly active file at the month-end (Table E-2). Once n is taken the document on which the record of y is maintained (the unemployment register) is l in the active file, and it becomes dormant only he scheduled reporting pattern has been broken n succession or the claimant finds work. The count eks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 10-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in Employment and Average Weekly Wages and Salaries (Employment Section. Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

*Under the Training Allowances Act—1966 the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	T
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	
1969—October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3	
July	130.5	131.6	131.5	126.9	125.2	139.8	132.4	
August	130.5	131.9	131.5	126.2	125.3	140.2	132.5	
September	130.2	130.0	131.8	127.0	125.3	140.1	133.0	
October	130.3	128.5	132.8	128.2	125.2	141.2	133.1	
				(1949 = 100)				
October	168.3*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—October, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	I
	Oct. 70	Sept. 70	Oct. 69							
					(1961 = 100)					
St. John's, Nfld.	121.2	121.3	119.9	118.1	116.3	130.4	116.3	135.6	116.8	
Halifax	124.3	124.1	121.1	127.3	118.9	125.3	119.0	144.0	130.9	
Saint John	123.4	123.8	121.1	128.0	115.7	128.7	120.9	136.2	130.9	
Montreal	123.6	124.3	122.0	121.9	117.3	125.8	125.7	133.2	140.3	
Ottawa	127.5	127.7	124.7	127.7	121.3	131.4	125.7	142.6	136.8	
Toronto	127.1	127.3	125.3	125.8	121.7	130.9	131.5	142.0	127.8	
Winnipeg	127.1	127.6	124.2	129.3	116.2	135.0	128.9	148.6	135.8	
Saskatoon-Regina	122.1	122.8	120.5	128.3	114.3	128.5	117.0	128.5	129.7	
Edmonton-Calgary	125.7	126.1	122.5	129.1	119.2	127.9	121.5	145.0	135.0	
Vancouver	123.3	123.5	119.2	126.6	118.3	128.5	122.8	135.4	124.8	

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of between cities.

Strikes and Lockouts

al information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables ection cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers t on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work es. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

G-1—Strikes and Lockouts, 1965-1970

or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per cent of Estimated Working Time
	478	501	171,870	2,349,870	0.17
	582	617	411,459	5,178,170	0.34
	498	522	252,018	3,974,760	0.25
	559	582	223,562	5,082,730	0.32
	566	595	306,799	8,057,060	0.48
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09
March	31	68	16,619	166,060	0.12
April	52	97	50,469	633,900	0.44
May	54	101	88,938	1,263,830	0.93
June	23	94	72,736	1,112,920	0.73
July	52	119	98,037	1,153,680	0.75
August	38	111	70,835	675,320	0.46
September	26	73	45,437	637,850	0.45
October	21	77	44,111	780,070	0.54
November	29	72	39,678	724,190	0.51

inary.

G-2—Strikes and Lockouts, by Industry, mber 1970, (Preliminary)

y	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
y	—	—	—	—
	1	1	300	3,900
acturing	14	40	35,727	690,650
uction	5	8	595	5,420
ortation and utilities	4	6	1,184	12,990
	3	8	445	5,700
e	—	—	—	—
	2	8	1,394	5,070
administration	—	1	33	460
Industries	29	72	39,678	724,190

Table G-3—Strikes and Lockouts, by Jurisdiction, November 1970, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	—	—	—
Nova Scotia	1	1	64	1,340
New Brunswick	2	4	1,193	4,250
Québec	5	15	3,925	67,960
Ontario	18	32	31,325	615,480
Manitoba	—	1	750	15,750
Saskatchewan	—	1	98	490
Alberta	—	2	1,140	1,940
British Columbia	3	15	1,156	16,680
Federal	—	1	27	300
All Jurisdictions	29	72	39,678	724,190

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Nov.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
NON-METAL						
Cassiar Asbestos Corp. Ltd., Cassiar, B.C.	Steelworkers Loc. 6536 (AFL-CIO/CLC)	300	3,900	3,900	Nov. 5 Nov. 24	Wages—Return of worke tlement terms not reported
Manufacturing						
LEATHER						
Robson-Lang Leathers, Oshawa, Ont.	Food Workers Loc. 205 (AFL-CIO/CLC)	196	1,470	1,470	Nov. 11 Nov. 23	Disciplinary dismissal of 1 —Return of workers wh missed worker reinstated.
WOOD						
Scierie Price (Shipshaw), St-David-de-Falardeau, Qué.	Building and Woodworkers' Federation (CNTU)	300	1,800	33,600	July 1 Nov. 10	Wages, hours—Wage in reduction in hours from 47½ hours per wk. imme from 47½ to 45 Nov. 1, 19
Scieries Murdock Ltée, St. Fulgence, Qué.	Building and Woodworkers' Federation (CNTU)	110	1,650	10,780	July 6 Nov. 23	Wages, hours—25¢ an h crease on signing of contr Nov. 6, 1971, 10¢ Nov. 6, 1 May 1, 1973; progressive tion in weekly hours.
Weldwood of Canada (Canim Lake S/M & Plywood Div.) Exeter, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	299	2,990	2,990	Nov. 17 —	Renewal of collective agr —
PRIMARY METALS						
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,100	2,700	Oct. 23 —	Failure to negotiate a new ment—
METAL FABRICATING						
W. S. Tyler Co. of Canada, St. Catharines, Ont.	Steelworkers Loc. 6399 (AFL-CIO/CLC)	120	480	480	Nov. 24 Nov. 30	Wages, fringe benefits— an hr. increase over 15-mor tract; other improvements
TRANSPORTATION EQUIPMENT						
Hawker Siddeley (Can.) Ltd., Canadian Car, Fort William Division, Thunder Bay "F", Ont.	Auto Workers Loc. 1075 (CLC)	427	430	31,610	July 20 Nov. 3	Wages, other benefits—2 hr. increase first year, 26¢ ond year, 23¢ the third y production workers: 26¢ increase the first year, 28¢ ond yr., 25¢ the third y skilled tradesmen; othe proved benefits.

5-4—Strikes and Lockouts Involving 100 or More Workers, November 1970, (Preliminary) (Cont.)

Union	Workers Involved	Duration in Man-Days: Nov.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
al Motors of Canada, hérèse Ouest, Qué.	Auto Workers Loc. 1163 (CLC)	2,500	52,500	140,000	Sept. 11 —	Wages, other matters—
al Motors of Canada bsidiairies, s locations, Ont.	Auto Workers various locals (CLC)	24,500	514,500	1,340,300	Sept. 11 —	Wages, other benefits—
Coach Industries peg, Man.	Machinists Loc. 1953 (AFL-CIO/CLC)	750	15,750	16,500	Oct. 30 —	Breakdown of negotiations—
John Shipbuilding & Dock Co. Ltd., John, N.B.	Various unions	977	3,910	3,910	Nov. 2 Nov. 5	Alleged work jurisdictions— Agreement reached on a new 2½-yr. contract.
RICAL PRODUCTS						
lin Mfg. Co. Ltd., Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	7,880	60,770	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement —
n Limited, ne, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	800	16,800	43,200	Aug. 13 Nov. 2	Wages, fringe benefits, job security—42¢ an hr. increase over a 2-yr. contract.
Inglis Co. Ltd., y Creek, Ont.	Auto Workers Loc. 525 (CLC)	407	8,550	26,870	Aug. 27 —	Wages—
ern Electric Co. Ltd., alea, Ont.	U.E. Loc. 531 (Ind.)	2,890	54,910	54,910	Nov. 4 —	Wages, fringe benefits—
METALLIC MINERAL UCTS						
c Ready-Mix Inc., c area, Qué.	Building and Woodworkers' Federation (CNTU)	100	500	4,100	Sept. 10 Nov. 9	Wages, hours, other benefits—45¢ an hr. increase on signing of contract, 10¢ Jan. 1, 1971, 10¢ July 1, 1971, 15¢ Jan. 1, 1972, 15¢ July 1, 1972, 20¢ Jan. 1, 1973; other improved benefits.
LLANEOUS FACTURING						
on Matthey & llory, coke, Ont.	CLC-directly chartered	300	3,300	3,300	Nov. 16	Plant closure clause—
Limited, Falls, Ont.	U.E. Loc. 542 (Ind.)	333	1,330	1,330	Nov. 17 Nov. 22	Wages, job security, fringe benefits—Starting rate raised to 18¢–23¢ per hr.; 40-hr. wk., 5-day wk., company assumes to pay 100% of O.H.S.I.P. eff. Oct. 1, 1970, other benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1970, (Preliminary) (C

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Nov.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Construction						
Moncton Construction Assoc., Moncton, N.B.	Sheet Metal Workers Loc. 64 (AFL-CIO/CLC)	153	150	9,020	Aug. 7 Nov. 3	Wages, working conditio an hr. increase on signing tract, 15¢ Jan. 1, 1971, 20¢ 1971, 25¢ Jan. 1, 1972, 25¢ 1972, 25¢ Jan. 1, 1973; ot proved benefits.
Mechanical Contractors Association in Waterloo, Various locations, Southern Ontario.	Plumbers Loc. 527 (AFL-CIO/CLC)	550	—	31,350	Aug. 11 Nov. 2	Wages, other benefits—W crease, improved vacati and travelling allowances.
Hydro-Québec, Baie Comeau, Qué.	Public Service Employees' Federation (CNTU)	140	2,940	5,180	Oct. 8 —	Job security—
Foundation Co. of Canada, North Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	100	400	400	Nov. 16 Nov. 20	Alleged unsafe working tions—Return of workers
Transportation and Utilities						
TRANSPORTATION						
W. J. Mowat Ltd., Toronto, London and Hamilton, Ont.	Specialized Parcel Delivery & Handlers Union	148	1,630	1,630	Nov. 16 —	Dismissal of an employee
COMMUNICATION						
Québec-Téléphone, Various locations, Québec.	I.B.E.W. Loc. 2200 (AFL-CIO/CLC)	425	4,680	4,680	Nov. 14 —	Fringe benefits—
POWER, GAS AND WATER						
Consumers Gas Co. Ltd., Various locations, Ontario.	Chemical Workers Loc. 161 (AFL-CIO/CLC)	560	6,160	6,160	Nov. 16 —	Wages, fringe benefits—
Trade						
Kent Steel Products, Hamilton, Ont.	Steelworkers Loc. 7068 (AFL-CIO/CLC)	130	1,950	1,950	Nov. 8 Nov. 30	Wages—Not reported.

LG-4—Strikes and Lockouts Involving 100 or More Workers, November 1970, (Preliminary)

r	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
			Nov.	Accu-mulated	Termination Date	Result
ian Steel Warehouse y Creek, Catharines and milton, Ont.	National Council of Canadian Labour Loc. 215 (Ind.)	115	1,150	1,150	Nov. 13 Nov. 27	Wages, length of the contract—31% wage increase over 3 years.
e						
TION						
nton Public School rd, nton, Alta.	Public Employees Locs. 474 & 784 (CLC)	1,100	1,100	7,700	Oct. 23 Nov. 3	Wages—Return of workers, referral to arbitration.
H AND WELFARE						
us British umbia hospitals, us locations, tish Columbia.	International Operating Engineers Loc. 882 (AFL-CIO/CLC)	137	950	950	Nov. 9 Nov. 18	Wages, hours—Wage increase $75. per mo. retroactive to Apr. 1970, a further $75. per mo. Apr. 1971; reduction in hours from 40 to 37½ eff. Dec. 1, 1970, other improvements.

l jurisdiction.

Table H—Employment Fatalities in Canada During the Third Quarter of 1970

	Agri-culture	For-estry	(1) Fishing	(2) Mining	Manu-factur-ing	Con-struc-tion	(3) Trans-porta-tion	Trade	(4) Fi-nance	(5) Serv-ice	(6) Public Ad-minis-tra-tion	Not Spe-cified	Total
By Industry* and Age Group													
14-19	—	2	—	—	3	1	1	—	—	—	1	—	8
20-24	—	3	—	7	3	4	1	1	—	—	1	—	20
25-34	3	—	2	5	8	7	13	2	—	1	3	—	44
35-44	—	6	—	6	4	5	6	2	—	1	3	—	33
45-54	1	3	—	4	4	4	9	1	—	—	2	—	28
55-64	1	—	—	5	1	5	3	—	—	—	3	1	19
65 and over	—	—	—	—	2	2	—	—	—	1	1	—	6
Not given	—	—	—	2	—	—	—	—	—	—	—	—	2
Total	5	14	2	29	25	28	33	6	—	3	14	1	160**
By Industry and Occupation†													
Farmers (a)	5	—	—	—	—	—	—	—	—	—	—	—	5
Loggers (b)	—	11	—	—	1	—	1	—	—	—	2	—	15
Fishermen (c)	—	—	2	—	—	1	—	—	—	—	—	—	3
Miners (d)	—	—	—	20	—	—	—	—	—	—	—	—	20
Craftsmen (e)	—	2	—	8	12	15	9	2	—	—	4	1	53
Labourers (f)	—	—	—	1	6	9	2	2	—	1	5	—	26
Transport (g)	—	—	—	—	4	2	15	1	—	1	1	—	24
Managerial	—	—	—	—	—	—	2	—	—	—	—	—	2
Professional (h)	—	—	—	—	—	—	—	—	—	—	—	—	—
Clerical	—	—	—	—	—	1	1	—	—	—	—	—	2
Sales	—	—	—	—	—	—	—	1	—	—	—	—	1
Service (i)	—	—	—	—	1	—	3	—	—	1	2	—	7
Not given	—	1	—	—	1	—	—	—	—	—	—	—	2
Total	5	14	2	29	25	28	33	6	—	3	14	1	160**
By Industry and Type of Accident‡													
Struck by objects (j)	1	10	1	14	4	7	4	2	—	—	2	1	46
Falls and slips (k)	—	—	1	6	1	10	10	—	—	1	4	—	33
Collisions, derailments (l)	—	2	—	—	5	4	9	2	—	1	5	—	28
Caught in, on, between (m)	2	1	—	4	5	4	3	1	—	—	—	—	20
Inhalations (n)	—	—	—	—	—	1	—	—	—	—	—	—	1
Conflagration (o)	1	—	—	2	2	—	2	—	—	—	—	—	7
Electric current (p)	1	1	—	2	5	1	5	—	—	—	1	—	16
Over-exertion (q)	—	—	—	1	1	—	—	—	—	1	—	—	3
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	—	—	—	2	1	—	1	—	—	2	—	6
Total	5	14	2	29	25	28	33	6	—	3	14	1	160**
Per cent of Total	3.1	8.7	1.2	18.1	15.6	17.5	20.6	3.7	0.0	1.9	8.7	0.6	100.0

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) In and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, abso ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on ob Violence, bites, stings, etc.

** Of these totals, 124 fatalities were reported by the various Workmen's Compensation Boards; details of the remaining 36 were obtain other sources.

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